

# Hettich Dialog

The Hettich  
employee magazine  
May 2011



Closeness to  
customers:  
Hettich awarded  
with the  
Assmann  
Supplier Award  
for the third time

Page 3



Technik für Möbel





Dear Employees,

Examples taken from our day-to-day work repeatedly show that our brand values are not just empty phrases. Sometimes they're even highly rewarded – for example in the form of an award.

In the summer of 2010 we were awarded twice: once by the company B/S/H Bosch and Siemens Household Appliances for the K08 refrigerator hinge – we earned special points here in the "Innovation" category. In addition, the "Sedus Supplier Award" confirmed the business processes between the Sedus Stoll Group and Hettich that have been growing over the course of many years. The award also reflects the brand values "Quality" and "Reliability".

In March 2011, we were also pleased to receive the Supplier Award from Assmann, a long-time customer in the Office sector. Materials

management and purchasing processes as well as supplier and service quality were tested here.

The success of our company depends primarily on the motivation and dedication of our employees. Company awards are therefore also an award given to our employees. They should encourage you to live the Hettich brand values in your day-to-day work.

Best wishes, Dr. Andreas Hettich

## Contents

<b>Editorial</b>	<b>2</b>
<b>Current events</b>	<b>3</b>
Closeness to customers: Hettich awarded with the Assmann Supplier Award for the third time	3
A breath of fresh air in the HFT cafeteria	4
Hettich naming system goes into effect	4
Symbolic check handover at the Karlsson e.V. Association	4
Career information days at Hettich	5
International Design Award 2011	5
<b>Hettich brand values</b>	<b>6</b>
Hettich brand values on the right track in Italy	6
Hettich OBE and Hettich Iberia: more than 60 percent of the employees already trained	6
Australia and New Zealand: brand values clearly communicated	7
<b>Hettich global</b>	<b>8</b>
Hettich Russia celebrates its 15 <sup>th</sup> birthday	8
Young designers at Ofita	8
<b>Panorama</b>	<b>9</b>
Hall construction ceremony in Frankenberg	9
20 former trainees finished their apprenticeships in Kirchlengern	10
CRM: roll-out at Hettich Franke in Balingen	10
Driver safety training started at the HMS and HHO companies	11
Design trends at ZOW	11
Learning together is fun!	12
Junior Action kick-off 2011 in Amsterdam	12
Social media – megatrend on the Internet	12
Thumbing a lift to work	13
5 former trainees finished their apprenticeships in Frankenberg	13
Works council looks back	14
In brief	14
<b>People at Hettich</b>	<b>15</b>
Dan Sachs: further development through further training	15
Anniversaries at Hettich	15
In dialog with Philipp Hubert	16
Competition	16

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**Editorial office:**  
Dr. Nina Stackelbeck (SN)

**Authors in this issue:**  
Izaskun Alberdi (IA)  
Dave Angus (DA)  
Frank Augustin (FA)  
Stefanie Dannwolff (SD)  
Ulrike Hellmich (UH)  
Jens Jüngling (JJ)  
Olga Kalugina (OK)  
Ulrich Kotz (UK)  
Maïke Lüddecke (ML)  
Alfonso Mitxelena (AM)  
Erika Peruch (EP)  
Yamilet Lucia Popp (YP)  
Marc Reichling (MR)  
Lars Schrubke (LS)  
Gabriele Sprenger (GS)  
Klaus Dieter Sundermeier (KS)  
Britta Trompeter (BT)  
Britta Wermuth (BW)

**Design:**  
Geyer Gestaltung, Werbung und  
Kommunikation GmbH, Bielefeld

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## Closeness to customers: Hettich awarded with the Assmann Supplier Award for the third time

As part of the Assmann philosophy of continuous improvement, the Melle-based furniture manufacturer takes a close look at its acquisition management at the conclusion of each fiscal year. Alongside materials management and purchasing processes, an internal project team also checks the supply and service quality of the most important suppliers. After victories in 2001 and 2002, Hettich is now at the peak of the Top 20 suppliers for the third time for the year 2010.

The official award ceremony took place on March 15, 2011 in the Assmann Training and Exhibition Center. Along with Peter Kuppen, the Managing Director of the Hettich Office Division, the two field and in-house representatives from the Sales Department and the head of Hettich Quality Management, Michael Lehmkuhl, also travelled to Melle for the ceremony.

The presence of all the relevant involved parties from Hettich was viewed by Dirk Assmann, Managing Shareholder, as appreciation and the expression of the trusting business relationship that has already existed for decades. Furthermore, in the year 2010, a steady increase in the evaluation criterion was registered, making it possible to positively optimize the excellent teamwork in all areas.

The evaluation of the most important suppliers has taken place at Assmann since 2001. Based on a standardized checklist, the Purchasing, Quality Assurance, Logistics and Environmental Management departments record all relevant criteria such as pricing, reject rates, delivery reliability, etc. each month. The existing ISO 9001, ISO 14001, EMAS 2 and the remaining test certificates are also included in the overall result at the end of the year. Due to these control mechanisms,

the purchasing standards have increased considerably in the ten years since the introduction of the Supplier Awards. SN



*Dirk Assmann and Peter Kuppen at the official Assmann Supplier Award ceremony in 2010 (from left to right)*

## A breath of fresh air in the HFT cafeteria

After more than ten years, there was a switch in caterers at the Hettich FurnTech cafeteria. A large-scale call for bids demonstrated the market potential and provided the basis for the decision.

As of March 1, 2011, the company Elsner Catering from Bielefeld, Germany has taken over staff catering at the Vlotho location. At the same time, they are also taking care of guest catering in the conference rooms as well as the extensive

on-site customer catering. The first day was already a huge success. All employees were curious about the new offerings. The employee line curved around many times and reached all way to the entrance area of the building.



One surprise was the new salad buffet, from which everyone can serve themselves with a choice of three different-sized plates. The number three also popped up on the daily menu: every day there are now three menus – as opposed to just one as was previously the case – in different price categories to choose from. One of them is vegetarian. Also new for us: ordering in advance is no longer necessary. Just show up, make your choice, and enjoy a relaxed meal! Bon Appétit! GS

## Hettich naming system goes into effect

Company-wide uniform spelling of product names, company institutions and services increases brand recognition and makes an important contribution to brand identity. This helps our customers, potential new customers and employees with quick and clear identification. At the same time, it clearly differentiates

the Hettich brand and our range of products from the competition.

For these reasons, a binding Hettich naming system has been worked out, which has now been approved as Hettich Guideline 0012 and gone into effect. Please actively use this set of rules when preparing presentations,

offers and all forms of miscellaneous correspondence to colleagues and our customers. This will help to contribute to a consistent external perception of Hettich.

All important information and the contact persons for the Hettich naming system can be found on the Hettich Intranet. MR

## Symbolic check handover at the Karlsson e.V. Association

On February 17, 2011, Dr. Andreas Hettich handed over a check to the amount of 10,000 Euros to Jutta LaMura and Thomas Standare from the Karlsson e.V. Association. Instead of customer and supplier presents for Christmas 2010, the management decided to support a local project.

The association supports young people at the beginning of their careers. They are given concrete help in putting together a good résumé. The association also helps with the formulation of sentences and photos for the résumé. "It was important to us to support a social project. On a long-term basis, we of course also benefit as a company from Karlsson's work", said Dr. Andreas Hettich when explaining his choice of projects. SN



Dr. Andreas Hettich hands over a check to the amount of 10,000 Euros to Jutta LaMura and Thomas Standare from the Karlsson e.V. Association. (from left to right)

# Career information days at Hettich

It is becoming increasingly important for students to have an overview of the vocational training programs and their requirements as early as possible. Hettich offers a wide variety of future-oriented training programs. But which tasks does an industrial mechanic, toolmaker or an IT specialist actually carry out today? Students are often unable to imagine the job behind all these titles. Even fewer know where the road leads after completing their training for a chosen career.

During our Career Information Days we give students, parents and teachers the opportunity of informing themselves firsthand about the training possibilities at Hettich. Through activities at the various training stations, interested parties can get some practical insight into the diversity of the careers. There is also the opportunity of getting some useful tips for a well-designed résumé, and trainees and trainers are available for an exchange of information at the "Elterncafé" (Parent's Café).

We look forward to lots of interested visitors at our Career Information Days from May 19 to 21, 2011 at the Hettich Training Center. UH



Career Information Day 2010

# International Design Award 2011

**"Design your living space" – with this motto, Hettich and Rehau challenged design and architecture students worldwide to design furniture concepts and systems that best comply with the requirements of the coming decade.**

For 16 years now, Hettich has been sponsoring students and vocational schools worldwide with the International Design Award. At the same time, the world's largest student design competition delivers new impetus to the furniture sector and the innovative process at Hettich. "The designs are an outstanding basis for discussion for innovation workshops or for meetings with visionary customers who have an eye on the future", says Oliver Schael, Project Leader of the International Design Award at Hettich.

On March 1 and 2, 2011, the high-caliber professional jury evaluated the students' entries. For the first time in the history of the International Design Award, the five award winners were announced directly after the jury met behind closed doors. The jurors were impressed with the students' innovative and creative designs. The International Design Award 2011 received entries from more than 50 countries. Due to the internationality of the design competition, a live stream could be watched on the official website, allowing the participants to see live whether their design had received an award.

The film and information on the award winners and their designs can be found under [www.internationaldesignaward.de](http://www.internationaldesignaward.de) SN

The  
International  
Design Award  
2011 jury

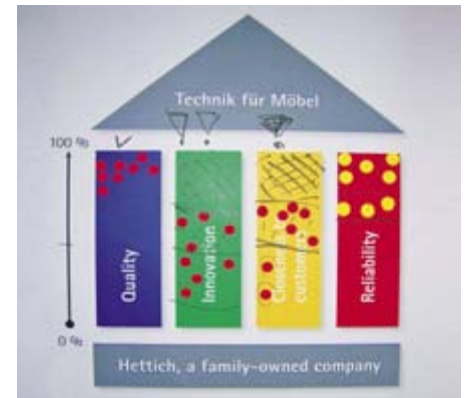


# Hettich brand values on the right track in Italy

The workshop on the Hettich brand values took place in the showroom in Codognè on June 11, 2010.

Wolfgang Steib conducted the workshop with the goal of sharing the brand values and the philosophy with the employees. The four values Quality, Innovation, Closeness to customers and Reliability were each explained in detail. The workshop was positive and very motivating for the participants, because we were aware that

our company already implements the Hettich brand values in part during our everyday work. After the assessment of the four values, we did however realize that the points „Innovation” and “Closeness to customers” need to be improved. In order to inform the employees, the Hettich book, “Hettich – it’s all about us!”, was personally handed out. The poster with the Hettich brand values is displayed by the coffee machine to remind us every day. EP



## Hettich OBE and Hettich Iberia: more than 60 percent of the employees already trained



By December 22, 2010, more than half of all Hettich employees in Spain had already taken part in the workshops on the Hettich brand values.

The kick-off event took place on May 7, 2010 in the presence of Dr. Dieter Wirths. Since then, the workshops have achieved very good results: the employees actively took part and turned in numerous commitments that are hung on display today in a prominent spot at both companies.

Further training sessions will take place in the first half of 2011 to familiarize all employees with the Hettich brand values. IA



# Australia and New Zealand: brand values clearly communicated



On March 4 and 5, 2010, the Hettich brand values were introduced to the management in Australia and New Zealand. This was followed in March and April with the workshops in the Australian states.

Every federal state received a complete workshop set, worksheets, a commitment poster and two banners. The lecturers used the training guidelines in order to hold the workshops in every state. All the workshops were moderated by management to guarantee their consistency.

In general, the feedback on the Hettich brand values concept was very positive. The participants took advantage of the opportunity to discuss topics regarding the brand values as well as their effect on the company. The interactive process showed the employees the effect of everyday issues on the brand values and thus on the business. The points discussed in the workshop were used as a benchmark to influence future behavior that has an effect on the brand values.

When asked to what extent the Hettich brand values are already being lived today, the averages of the values "Innovation" and "Reliability" exhibited the widest range. There were only small differences in the values „Quality" and „Closeness to customers". Measures from the workshops were concretely derived for every brand value. DA

## Measures derived

### ► Quality

- Training of employees to guarantee better communication
- Supplying the market with high-quality products
- Recognizing faulty products

### Innovation

- • Better use of technologies for communication with customers
- Customer-oriented R&D for new products
- Simplify specifications

### Closeness to customers

- • Developing a feeling for customer needs
- Good communication with customers
- Improving the communication between headquarters and branch offices

### Reliability

- • Meeting delivery commitments
- Continuous supply from stock
- Improvement in deliveries

# Hettich Russia celebrates its 15<sup>th</sup> birthday



Hettich RUS celebrated its fifteenth birthday in November 2010 within the framework of the Moscow „Mebel“ furniture trade fair. Hettich has already been successfully and efficiently working in Russia since 1995, supplying the market with high-performance technology for furniture. In these 15 years, the company has earned itself a good and stable market position. The Russian subsidiary can lay claim to steady growth and continuous development: in 2010, two regional branch offices were opened in Novosibirsk and St. Petersburg, and today, 238 qualified employees guarantee service quality that meets Hettich standards.

While the organizers of the birthday party were looking for a motto for the celebration, they decided on “Oktoberfest” – the famous German festival that is also extremely popular in Russia. In order to appropriately entertain the guests from the various Russian regions, it was decided to rent a ship as the location for the party that would take the guests on a tour of the main tourist attractions of Moscow that are lit up by night.

All the guests received an invitation in advance with individual numbers, allowing each party visitor to automatically take part in a lottery. First prize was a trip to Interzum in May 2011.

The guests were greeted by girls in dirndl costumes. Bavarian music, amusing entertainment and German beer made the guests quickly forget the stormy and cold weather. The birthday party was officially opened by Hettich RUS Managing Director Dr. Waldemar Schwarzkopf and Günter Heise, founder of the Russian subsidiary. Dr. Waldemar Schwarzkopf thanked all the

customers and partners for their successful and long-term cooperation and commented on future prospects during his speech. The Chairman of the Executive Board, Dr. Andreas Hettich, greeted those present in a video message and wished them all a successful trade fair and an enjoyable celebration.

More than 350 guests showed up to congratulate Hettich RUS on their birthday. Everyone could choose their own entertainment as they pleased: upbeat dances, a shooting gallery, table games or just relaxing after a long trade fair day at one of the tables or admiring the passing tourist attractions of Moscow through the window. And everyone was of course waiting for the highlight of the evening – the announcement of the lottery winner Svetlana Zakharova, Representative of the company Gorizont from the city of Perm. The birthday party was truly a wonderful event that no one will forget. Hettich RUS has once again shown that it is a professional team. Not only when it comes to work, but also when it comes to play! OK

## Young designers at Ofita



*Peter Kuppen lectures on the office as communication center*

**Ofita announced the “Ofita stipend for young designers” in order to explore new concepts for working space from the hands of young designers. Concepts into which fresh energy, courage and creativity are to flow.**

recently took part in a concept design workshop. For two weeks, these young designers worked on conceptual ideas that outlined new perspectives in the face of diverse challenges, and within the framework of designing working space.

During the “Office of the future” workshop, renowned professionals also gave interesting lectures. The first lecture was held by Peter Kuppen, Managing Director of the Office division, who presented his viewpoint on the productive environments of the coming years. He approached the



office as a “communication center”, and as a reflection of the company brand and identity. Further lectures followed by José María Faerna, Director of the newspaper “Diseño Interior” as well as author and journalist Anatxu Zabalbeascoa. AM





*Dr. Andreas Hettich on the excavator, Dr. Dieter Wirths, Uwe Kleemann, Mayor Christian Engelhardt and Stefan Stiegel (from left to right with the spades)*

## Hall construction ceremony in Frankenberg

**With a symbolic ground-breaking ceremony, the construction on an additional production hall for Hettich Druck- und Spritzgusswerk (HDS) began on October 8, 2011 at the Frankenberg location. Dr. Andreas Hettich could not resist doing the first excavation work at the construction site with an excavator after receiving some short instructions.**

60 meters long, 43 meters wide and nine meters high - these are the outer dimensions of the new production hall. Starting in the spring of 2011, production will begin on an area of 2,600 square meters. The new hall will be closely connected to the already existing production area, because three sides border on the existing building. The processes will also be optimally coordinated. A large double crane system will already be integrated into the hall in the building shell phase in order to be able to equip it later with heavy tools for production. The entire planning phase only lasted ten weeks - from the first meetings to the building permit.

Dr. Dieter Wirths joined Dr. Andreas Hettich in Frankenberg for the ground-breaking ceremony. "The new hall is an initial investment to allow the Frankenberg location to continue to grow in the future", said the Holding Managing Director. "Today is a very important day for our location", emphasized Uwe Kleemann

when explaining the importance of the construction of the new hall. Amongst the guests was also Frankenberg's mayor Christian Engelhardt, who was visibly pleased about Hettich's acknowledgement of the Frankenberg location. "This is the reason why we processed and approved their building applications very quickly, in less than four weeks", he explained to the guests. "HDS is the biggest employer in our city", he added. Architect Stefan Stiegel explained the planning and concept of the new production hall to the invited guests.

In the spot where the new hall is being built was a large tent for 15 years in which, most recently, cardboard packaging and materials were stored. These items will now be delivered by a logistics service provider as needed. "By taking down the old tent and beginning with the construction of the production hall, the view of the company will also be more attractive. After all, we are directly located on the main road leading to Frankenberg", emphasized Managing Director Uwe Kleemann proudly.

The first machines were set up on March 8, 2011, just five months after the ground-breaking ceremony. One day later - still in a construction site atmosphere - the first employees began their work in the hall. FA

# 20 former trainees finished their apprenticeships in Kirchlegern

Ten trainees in the technical field and ten in commercial sciences have successfully completed their career training at Hettich.

On March 10, 2011, a ceremony was held in Kirchlegern to offer praise and recognition for their efforts. These young workers

now possess a well-grounded practical education that will serve them well in their budding careers. SN



Successfully completed their apprenticeships:

**Robert Epp**, Industrial Mechanic  
**Dominik Gröning**, Industrial Mechanic  
**Christopher Joseph**, Mechatronics Specialist  
**Alexander Pachomenko**, Mechatronics Specialist  
**Daniel Quentmeyer**, Mechatronics Specialist  
**Edgar Vogel**, Mechatronics Specialist  
**Martin Brose**, Electronics Technician  
**Tobias Laimann**, Electronics Technician  
**Stefan Neufeld**, Electronics Technician  
**Marcel Rahe**, Electronics Technician  
**Jan-Hendrik Czopp**, Industrial Clerk  
**Tim Eickmeier**, Industrial Clerk  
**Sophia Eilers**, Industrial Clerk  
**Albana Halilaj**, Industrial Clerk  
**Christin Knodel**, Industrial Clerk  
**Bastian Marks**, Industrial Clerk  
**Olga Nowak**, Industrial Clerk  
**Viktoria Wöhrmann**, Industrial Clerk  
**Andre Brokbartold**, Commercial Specialist for Shipping and Logistics  
**Rheinhold Vogt**, Warehouse Logistics Specialist

# CRM: roll-out at Hettich Franke in Balingen

The new Customer Relationship Management System was launched at Hettich Franke in Balingen at the end of February 2011. In the process, HBL was supported by Catherine Courcel and her team, who had already done excellent work during the preparation phase.

The introductory training was carried out by Stefan Hofgärtner, and Catherin Courcel greeted the training participants and presented the goal and purpose of the new system. All in all, training lasted for four days for all of the colleagues, whereas the sales employees had a very intensive training that lasted three days. For us Swabians it was particularly nice, because the training was held in Swabian and Stefan Hofgärtner was able to carry it out in his former homelands. The test system was switched to the real system on the last day, and the sales representatives' appointments for the following week were immediately entered into the CRM as an exercise.

The training participants summarized it very positively – everyone felt that the training was very practical and educational. The HBL training participants would therefore like to thank

Stefan Hofgärtner for his patience and high level of dedication in Balingen. Even though he was often asked the same questions over and over, each question and suggestion was taken seriously and thoroughly answered.

The new CRM system has now been used in Balingen since the 28th of February, 2011. As with any new program, there are a lot of questions, for example "how does that work again?" or "do you remember how that went?". The colleagues try to help each other, or simply ask our key-users Ulrich Kotz or Stefan Hofgärtner. It will take a little while until all colleagues use the system fully, but with daily use it is improving and supports the HBL sales team in their work. We hope that CRM will help us to develop an even better and closer relationship to the customers. Our heartfelt thanks to the entire CRM team. SD/UK

# Driver safety training started at the HMS and HHO companies

On the 5<sup>th</sup> and 12<sup>th</sup> of March, 2011, the first colleagues from the HMS and HHO companies took part in the 4.5 hour-long driver safety training (VBG Accident Avoidance Training), carried out in cooperation with the Bielefeld Traffic Patrol.

The driver safety training sessions for the HMS and HHO employees took place within the framework of the Safety & Health Excellence Program, initiated at the beginning of the year by the management. Behind this is the motivation of bringing about a change in consciousness with the employees in terms of their own health and safety so that they can return safely to their families, partners and friends in the evening.

The training began with setting up the driver workplace, which led to an unusually upright setting position for most of the participants. The first exercise included a slalom drive that could be mastered at



speeds up to 70 km/h depending on car type. Afterwards, emergency braking at up to 90 km/h was practiced. It showed that really slamming on the brakes in emergency situations can save lives. Then dodging obstacles on both a rough as well as a slippery surface was practiced. A hard brake on the slippery surface was also carried out. At the latest during the  $\mu$ -split (two different sliding friction coefficients per car axle), it could be seen how helpful the electronic ABS, ASR and

ESP systems are. It was an educational morning that also didn't lack for fun.

Starting at the end of May, 2011, and in cooperation with the Bielefeld Traffic Patrol, two all-day driver safety trainings will be offered to all Paul Hettich employees who are on the road for business at least once a month. We look forward to your continuing active participation. Stay fit and healthy! ML/LS

## Design trends at ZOW



Hettich Strothmann was represented at this year's ZOW in Bad Salzuflen with the new Hettich Trend Forum, and introduced the trends as well as a suitable selection of handles from the *ProDecor Handle Collection*. New products from the 2011 Collection were also presented for the first time.

In an Interzum year, ZOW serves more as a regional trend show. It was an appropriate place for us to introduce our customers to the results of our regular trend research and design development for contemporary furniture design. The Hettich Forum is unique in this form. Numerous customers were present and showed great interest in our trend interpretations.

The Hettich Trend Forum therefore once again contributed to proving our brand values "Innovation" and "Closeness to customers". A good prospect for the next podium: Interzum in Cologne. KS

# Learning together is fun!



*Hans-Joachim Köther and Yussuf during a dictation*

**Hans-Joachim Köther used to work at Hettich for many years. He is now involved in the „Hettich retirees support employee families“ project.**

Yussuf's passion is playing soccer. He goes to training several times a week, and the weekends are filled with his parents cheering him on during exciting tournaments. He would like to become a professional soccer player when he grows up. He's in the 4<sup>th</sup> grade at a school in Herford. He gets good grades, but he still has some difficulty with the German language. He and his parents hope that he can attend secondary school after summer vacation. That's why Hans-Joachim Köther has been visiting him twice a week for some time now.

When Yussuf finishes school on Wednesdays and Fridays, he really looks forward to getting home. Because this is when the two of them practice German. Soccer stories are of course also read, and short texts are written about them. His first dictation was a total success! YP

► You are invited to a getting-to-know-you meeting if you are in need of support or would like to learn more about this project!  
 Dates: 18<sup>th</sup> of June and 3<sup>rd</sup> of July, 2011  
 Multi-generational house  
 "Waldschlösschen",  
 Stauffenbergstrasse 3, 32257 Bünde

## Junior Action kick-off 2011 in Amsterdam

**On the 23<sup>rd</sup> of February, 2011, most of the people from this year's Junior Action Team set off on their way to Amsterdam, accompanied by Dr. Andreas Hettich and driven by our long-time bus driver Markus.**

At the hotel, Dr. Andreas Hettich gave a particular welcome to the new "Juniors" who were taking part in the first meeting of their three-year program. Very gratifying is the fact that, for the first time ever, a third of the participants were female. After an introduction to this year's projects, the participants were divided into groups in accordance with their wishes, and lots were drawn for the most popular topics. The group dinner was held by candlelight in a relaxed atmosphere on board a boat in Amsterdam.

On Thursday morning we met with our trainers Matt and Marc, who had prepared an "urban treasure hunt" as a team-building activity. Three groups were spontaneously formed in the bus, consisting of experienced and new Juniors. With the help of a motorcycle policeman, the starting point was reached in a roundabout way. The goal of the inner-city treasure hunt was to solve as many of the assigned tasks as possible in the respective groups. Amongst other

things, a tea bag had to be exchanged for an object of higher value. The most valuable "traded" object was an umbrella. During the afternoon, geocaching caches were supposed to be found via GPS signal. After a slightly difficult start, this proved to be a tricky extension of the tasks, because the assignments from the morning were supposed to be worked on further. Amongst other things, a cache in the form of a webcam was to be found so that a group photo could be made. After dinner together, the second evening ended in sociable company at the bar.

Every group prepared a presentation on the treasure hunt the next morning, and it was presented to the plenum. The focus was placed on group dynamic effects and strategies for fulfilling the tasks, which were then to be assessed. In conclusion, the results of the treasure hunt were rated and the winners received an Amsterdam parachute. The closer-knit Junior Action Team arrived back in Kirchlengern in the evening. LS/BW



# Social media – megatrend on the Internet

The social network Facebook announced more than 600 million active users in January 2011. By March the number had reached almost 650 million. These members write messages on walls, comment and discuss posts and websites, upload photos and videos. On YouTube, 35 hours of video material are posted every minute and more than 2 billion videos are viewed each day. Many of these videos are in turn linked to Facebook.

It's a hot topic: "Why do you need this?" Regardless of whether one is for or against social media, whether one is active or not - communication behavior is changing and social media offers opportunities that never existed before.

More and more companies use these opportunities to draw attention to themselves.

They shape their online reputation and increase the range of their marketing campaigns. They face open dialogs and prove that they are really there for their customers. And in passing, they also reach potential new customers from different target groups as well as new members.

Hettich also enters into dialog with furniture designers, manufacturers and customers, as well as with potential employees, through YouTube and Facebook. Videos of our company, our products and of other interesting topics are now being posted in German and English on YouTube and through Facebook. We point out the contents of our Internet presence there, for example useful online tools, new sales documents and current job ads. And we closely listen to the statements made by our customers.

Take a look, subscribe to our YouTube channel so that you don't miss anything, or show the videos to your friends and interested business partners. You can find additional information on this topic on the Hettich Intranet on the "Social Media" page: the social media guidelines, interesting links and the contact details of the social media team. JJ



## Thumbing a lift to work

Thanks to the excellent train connection to our Kirchlengern location, numerous employees arrive by train at the Kirchlengern station between 7 and 10 each morning. Many of the colleagues use a bicycle for the 2 km long trip from the station in Kirchlengern to the plant grounds. Some of the colleagues take this stretch every day by foot, which takes between 20 and 25 minutes.

This article is meant as an appeal in two different directions. For one, it is directed at the colleagues that walk to work every morning, with the request that they make themselves identifiable as Hettich colleagues who would like to be given a lift. This could be done through the use of a Hettich carrying bag, for example. (Please ask at the Hettich Academy for one.) Especially in the darker seasons, this requires that the colleagues wear lighter clothing that can be seen by the drivers.

This appeal is also directed at the colleagues who drive down "Im Obrock" street every morning in order to reach their workplace. We would like to ask you to stop and ask your colleagues that are walking to work in the morning whether they would like a lift.

This friendly gesture will save the pedestrians time and will give the drivers an opportunity to meet some new and nice colleagues.

ML



## 5 former trainees finished their apprenticeships in Frankenberg

The following have successfully completed their apprenticeships: Sven Hansmann, Björn Neugebauer (both Foundry Engineers), Eduard Derr, Sebastian Hirt (both Toolmakers) and Timo Salzmann (Mechatronics Specialist) (from left to right). BT

1960

Memo

On the Works Council meeting of 7 December 1960

- 1.) Working hours between Christmas and New Years  
Will be announced on the notice board. Vacation requests can be made with the foremen. Residual leave may be taken during the holiday season.
- 2.) Christmas bonus  
Will be paid out on Friday, 9 Dec. The amount is the same as last year. The Christmas party will take place on 23 December, commencing at approximately 6:00 pm.
- 3.) Break room  
Is only being used temporarily to store materials. More chairs have already been ordered, since several chairs have been given to individual departments during the course of the year. The foremen will receive instructions to only use the break room to store goods or materials after discussing it with management or the Works Council.
- 4.) Reimbursement of fares  
As of 1 January 1961, a portion of the fare money will be refunded, to the amount of 4 km = 3 DM. Mr. M. [REDACTED] will be preparing a list of all eligible people.
- 5.) Shift allowance  
There is a difference of opinion here. However, an allowance has already been paid in many cases.
- 6.) Various  
Trainee holidays: we are waiting on what the Federal Court decides.
- 7.) Mr. Anton Hettich has asked the Works Council to support him and the management. He referred to the bonuses and the reimbursement of fares that goes into effect in January, as these are to be seen as voluntary payments made by the company.

## Works council looks back

Office Excellence brought it to light: During the 5-A day the Paul Hettich works council discovered folders containing minutes from works council meetings held many years ago. These documents are genuine witnesses to history because the subjects discussed have changed beyond recognition over the years. They also demonstrate that the activities of the works council at Hettich were afforded a high level of significance from the outset. In coming editions of Hettich Dialog you can take a trip down memory lane because we have selected some fascinating minutes for you to read. DS

in brief +++ in brief +++ in brief +++ in brief +++ in brief +++ in brief +++ in brief +++ in brief +++

### Frankenberger fitness run

On May 29, 2011, a HDS team is once again taking part in the annual fitness run.

### New company presentation

You can find the new Hettich company presentation on the Intranet. You can choose between a long and a short version.

### Widufix run

On July 17, 2011, the Widufix run is taking place in Enger. Further information and the opportunity to register will be available shortly on the Intranet.

# Dan Sachs: further development through further training

On the 1<sup>st</sup> of September, 2000, I began my apprenticeship as a toolmaker at Paul Hettich GmbH & Co. KG at the plant in Berlin. I already realized during my apprenticeship that the work as toolmaker was really a lot of fun, but that I definitely wanted to get further training. Through a vocational school teacher I learned that the vocational baccalaureate diploma could be earned at our school. After talking with our Head of Personnel, Karl-Heinz Krombach, the Paul Hettich company gave me the opportunity of beginning my studies despite shift work.

During my schooling I chose courses on CAD and technology. Both courses suited me, and I decided to continue in this vein so that I could continue at a university after finishing my diploma. I of course planned on attending university while still working, as I didn't want to lose the standard of living I had already achieved. To do this, I again needed the support of Hettich, and they once again came through for me.

While studying at the BBW College, I was able to combine practical work with theoretical studies. Due to the constant switch between studying and work, I was able to receive a transfer of knowledge in operational practice and was able to successfully pass my Bachelor of Engineering exams in October 2010. I was greatly supported by my colleagues and management during this time. I was therefore already able to gain experience in the Construction Department in January 2009 and get a taste of my current working area early on.

My hobbies served as a counterbalance while I was getting further



training. Both before and during my apprenticeship I restored diverse mopeds. Some of them are more than 30 years old! Since ending my studies I am the proud owner of an old-timer and want to restore it to driving condition in 2011. In doing so, the knowledge I gained both at work and during my studies will be very useful.



## Anniversaries at Hettich

**The following employees are celebrating 25 years with the company:**

01.02.2011	Dirk Nordsieck	Hettich Management Service
03.02.2011	Hans-Jürgen Huckauf	Hettich Logistik Service
11.02.2011	Bernd Beck	Hettich FurnTech
17.02.2011	Beate Kahre	Paul Hettich
17.02.2011	Gerold Höötman	Hettich Umformtechnik
17.03.2011	Ulrike Lampka	Hettich FurnTech
01.04.2011	Norbert Kerkisiek	Hettich-ONI

07.04.2011	Elke Fischer	Paul Hettich
14.04.2011	Adam Niedzialkowski	Hettich Umformtechnik
23.04.2011	Detlef Gelhard	Paul Hettich

**With Hettich for 40 years now:**

01.02.2011	Jürgen Bachor	Hettich Marketing und Vertrieb
01.04.2011	Renate Naumann	Hettich Druck- und Spritzgusswerk



*Philipp Hubert was a trainee at Paul Hettich, Berlin Plant until February 18, 2011. Since the 19<sup>th</sup> of February, 2011 he's been working in Tool Maintenance as a toolmaker.*

## A conversation with ... ... Philipp Hubert

*When you think back on your first day of work at Hettich, what do you remember?*

My first day as a trainee at Paul Hettich was exciting and interesting. All the technology, the loud presses and all the strange faces – so many different impressions. I would have liked to start work everywhere at the same time.

*As a child, what did you always want to become when you grew up?*

As a child I always wanted to be an astronaut because I found strange planets to be so interesting.

*Three reasons why you like working at Hettich?*

The first reason is the great working atmosphere. All the colleagues are open, friendly and helpful – just like a big family. Furthermore, the

encouragement and support is a reason. Especially as a trainee, the opportunity of expanding one's horizons and steering towards new career goals is especially good at Paul Hettich. And thirdly, I just enjoy my work. Everyone needs our products, and making a contribution towards their production makes me proud.

*What is your favorite food?*

Noodle casserole and pancakes

*Describe your home town of Berlin in one sentence.*

A multi-cultural modern city that never sleeps.

*What is your personal motto?*

Live every day as if it's your last.

*You never head off to work without...*

My huge lunch box!

*Which celebrity would you most like to be for a day and why?*

I'd like to exchange ideas with Albert Einstein and try to soak up all his knowledge.

*Imagine you're really stressed out when you get home from work. What do you do to unwind?*

I play sports.

*We all have our own idiosyncrasies. What are yours?*

I'm an absolute perfectionist.



## Competition

**What object was exchanged for a tea bag?**

Prize draw for: three zip sweatshirts with the „Hettich – it's all about us“ logo. Please indicate your size (S, M, L, XL, XXL).

Closing date: May 17, 2011

Please send your guess together with your name by interoffice mail to Dr. Nina Stackelbeck (LZ15) or via email to: [Hettich\\_Dialog@de.hettich.com](mailto:Hettich_Dialog@de.hettich.com)

Answer from the March issue: Hettich Logistikzentrum (HLS)

Lucky winners  
Michaela Brucker,  
Kristina Ljungeld,  
Marco Winter