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OUR GOALS,
OUR GUIDING PRINCIPLES

MANAGEMENT PRINCIPLES



Lead your team to **SUCCESS**

Return, quality, customer orientation, satisfaction, safety, growth and independence are our most important corporate values. Herewith, you are securing our future. Deploy your staff effectively in accordance with their individual abilities and support their motivation so that every employee is able to work successfully.



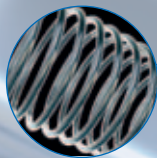
Strive for **SOLUTIONS**

Develop answers with your employees which lead to improvements. Every employee is to bring in her or his ideas and will be supported by you to put them into practice.



Be **BRAVE**

Clearly formulate a decision taken and implement it promptly. Always seek open dialogues. Convince on issues. Your employee is important, stand by her/him.



Create **TRANSPARENCY**

Inform your employees about important issues. To work responsibly they need comprehensive information. This helps your employees to orientate and to identify with their work.



Be a good **EXAMPLE**

A positive attitude is important to you. You set an example of the corporate values and motivate your employees. You are proud of what you and your employees have been achieving.



Give **FEEDBACK**

Personal and professional feedback is indispensable for the development of every employee. Feedback reveals potential for improvement and motivates. Express yourself clearly and be friendly in tone.



Express **APPRECIATION**

Respect and fairness towards every employee are the basis for our daily work. Be present, listen to your employees and offer support.



See the **WHOLE THING**

Everybody is also responsible for the overall result. Show which importance your employee has for this result and overcome department boundaries. Only together we will achieve our common goal.



Consider change as **CHANCE**

The creativity of your employees is important to you. Put ideas promptly into practice and involve your employees. Follow the BOLL-Synchro-Philosophy.



Encourage your **EMPLOYEES**

Discover the potentials of every employee. Support and qualify them goaloriented and according to requirements. Delegate responsibility and create confidence. Set targets and see to their fulfilment.