

WE SECURE THE FUTURE OF INDUSTRY - The Transformation into an OBS

Executive	Dr. Jörn Bruhn	Brief characterization
Team size	13+	<p>We emphasize the simple principles of autonomy, mastery, purpose and belonging that allow complex behaviour.</p> <p>Our principles of working together are: Do one thing at a time - Know the problem - Learn to Listen - Learn to ask questions - Distinguish sense from nonsense - Accept change as inevitable - Admit mistakes - Say it simple - Be calm</p> <p>Smile</p>
Creator	Fk	
TÜV NORD Region	Germany	
TÜV NORD unit	OBS Manufacturing Technology (MT), BU-IS, Hamburg	

One-pager: contributions to the management guidelines

Customer Focus	The central team tries to provide effective and efficient service in terms of communication and business processes to the front team. The front team can focus on realizing value for the customer. The Main Thing is to keep the Main Thing the Main Thing: the customers and their business needs.
Employees as Key to Success	Practice autonomy, mastery, purpose and belonging, be part of the team; listen, communicate, encourage contradiction and develop people; Working for something bigger than yourself is motivating.
Integrity as Basis	- Act transparently. This enables your colleagues to control and to correct. It requires trust. - Communicate that safety comes first, then quality, then EBIT. - If our values were at stake, you have to step in without compromise. - Say what you do and do what you say.
New Opportunities by Diversity	- We are aiming for diversity in our team - Doing HR conference together with HR team to become aware of "portfolio" and be creative in how to implement initiatives from TNG (e.g. HERO, Top-/Job-Sharing) to enrich diversity.
Innovation Culture towards Future	- Encourage team to think out of the box. - Listen to your team / product management. - Spend time abroad - traveling opens the horizon. - Work with Start Ups - Read the news - Interview candidates from competitors - Expose yourself on conferences. - Have fun with your team as it stimulates creativity - Have digital experts available - Go and see the customer to understand the challenges.