

Management and employees together make the future and will determine our success. Our management culture aims for a common understanding of leadership.

We want to be positive examples

We want to lead by example, showing our employees what is expected of them.
We speak and act with honesty, integrity and trustworthiness.
We identify with our tasks and with our company.

We take our employees seriously

We treat our employees with respect, we are interested in their ideas, and we make time for personal discussion and interaction.

We inform

We keep everyone appropriately and promptly informed.

We agree goals

We agree measurable goals with our employees and review them regularly.

We give our employees responsibility

We nurture capability in our employees.
We expect loyalty and high performance as well as the taking of responsibility.
We trust in competence and stand behind decisions.

We take decisions but have the courage to change

We question what is taken for granted, make changes, and continuously pursue our own personal development.

We both praise and criticise.

We ourselves stand ready to accept both praise and criticism.
We expect this from our employees too.

Armin Schwinn