



SUCCESS WITH A GLOBAL APPROACH

30 have graduated from a new development program

In spring 2022, the FEINtalent global development program was inaugurated, opening up new opportunities for 30 participants from the US, Asia, and Europe. The program fosters personal development, facilitates networking within the company, and promotes a strong connection between committed employees and Feintool. The feedback received a year later has been positive from every angle.

What makes a Feintool Talent

- ▶ Inquisitiveness
- ▶ A visionary approach
- ▶ Motivation
- ▶ Self-assurance
- ▶ High aspirations
- ▶ Agility
- ▶ Independence

The new program, FEINtalent, is structured into modules, offering workshops, training and projects based on both online and classroom lectures and events. Participants from four regions: Europe, China, Japan, and the US, all work together and gather virtually for global online events. The program has two key objectives. First, it aims to instill social and methodological competencies such as team leadership and time management. Secondly, it promotes the transfer of knowledge among the different areas of the company under the motto “How Feintool Works.”

The program works with motivated, high-performing employees who have been working at Feintool for five to ten years to improve mutual understanding across departments and continents. The goal is for each person to reach their full potential at the company. Feintool is a market leader in fineblanking, forming, and electrolamination stamping, but this new program is also helping to position

the company as an attractive employer, and somewhere that actively encourages the development of sought-after specialists and managers.

Daniel Horst, toolmaking engineer and project leader at the production site for forming in Nashville (USA), has benefitted from participating in the FEINtalent program. In particular, he is now more familiar with the processes and activities of other departments in the Group – as well as having learned directly from the Group's management team. After finishing an apprenticeship at Feintool System Parts in Ohrdruf (DE), Daniel moved to the US nine years ago. Access to senior managers and their insights via the FEINtalent program is contributing to his professional development. In his own words, “You grow by getting out of your comfort zone.”



“Excellence doesn’t happen by luck, but rather through the deliberate design of a company’s culture to place people, with their abilities and their potential, at the center.”

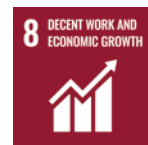
Luana Kinner, Chief Human Resources Officer

Participants in FEINtalent, 29 males and one female, were unanimously positive about their exchanges with mentors, managers, and the CEO. Feedback was similar in regard to FEINtalent workshops, special training sessions, joint trade show participation, and site tours. In terms of networking, participants were able to make new connections and take advantage of colleagues’ expertise. This was facilitated by group projects, which were brought into the curriculum by the managers in the Human Resources and Business Development teams. One project focused on e-mobility, while another was related to Feintool Group visions for 2035.

Lars Schröder, from Germany, already a FEINtalent at 24, has a clear view of what proper teamwork looks like. “When working as a group, it’s important that a consensus is reached when it comes to task management. It’s necessary to clearly determine who will do what, and by when, so meetings can proceed as planned without going over time.”

The groups presented their results, which was an exciting moment for the Feintool Group as outcomes from the program, including new ideas and innovations, will be implemented during 2023. Program participants will be working on practical implementation of new strategies, and will contribute with creativity and problem-solving techniques. Another “How Feintool Works” module is currently under development. Furthermore, Feintool offers participants optional mentorship training for those who wish to give back by guiding future generations of participants.

Luana Kinner, Chief Human Resources Officer and lead planner of the now global talent management program, shares a positive conclusion: “The participants are wholly committed and show how we – in coordination with regional management teams and HR leadership – have built an attractive program. In particular, our focus on giving participants a holistic appreciation of Feintool is working and will support everyday teamwork and collaboration.” FEINtalent is part of a comprehensive HR concept at Feintool.



Contribution to UN Sustainable Development Goal 8

The Feintool Group offers safe and fair employment around the world. Site leaders are responsible for upholding excellent working conditions, providing equal opportunities, and fostering teamwork. Foundations for this are regulatory guidelines, the new Code of Conduct, effective human resources management, and the Group’s employee handbook. Compensation commensurate with performance, a bonus system, and equity in salary are non-negotiable. Workers from temporary agencies are paid in accordance with relevant local laws and are included in all matters of occupational health and safety.