

Röchling



Seminar Program Guide

2020/2021

Seminar and Project Overview



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Your Contacts

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We will be glad to advise you on any people development-related questions!

Registration and Organization

Seminar Scheduling

The 2020/21 seminar program guide (starting in the beginning of May 2020 until the end of April 2021) will be published in December 2019.

Registration

Registrations can be made throughout the year, at the latest 2 months before the seminar date. Please register as early as possible. Later registrations can only be accepted if the seminar still has room available.

The participants will receive a confirmation after successful registration. A copy of the registration confirmation will be sent to the participant's manager.

The program guide is available for download here:

www.roechling.com → **under the heading “Career/Röchling as Employer/Training”.**

The registration is binding and conducted exclusively online via the local HR departments.

Seminar Invitations

Enrollees receive invitations via email 6-8 weeks before the seminar. A copy of the invitation is forwarded to the HR responsible as well.

Attendance Fees

Companies are usually charged the fee which is published in the seminar program for each employee attending the seminar. This fee covers a share of the trainer's fee plus food and drink during the seminar (excluding alcoholic beverages). Attendees bear the cost of hotel accommodations at the seminar location. The attendance fee is charged half-yearly to the respective companies' inter-group settlement account.

Seminars in Other Languages

A few seminars are available in English as well as other local languages. These are listed with English titles in the table of contents, and descriptions in the program guide are provided in English. The seminar language is confirmed in the seminar description (e.g. Chinese, Italian, Spanish).

E-Learning



All seminars that are either partially or completely supported by an e-learning platform are marked with the e-learning sign.

Certificates of Completion

At the end of a seminar, participants receive a certificate of completion stating the content covered by the seminar.

Cancellations

Last-minute cancellations create additional organizational and financial expense and may cause a seminar to be canceled outright if the minimum number of participants is not met. Cancellation notices must be submitted by the participant's supervising manager to the seminar-management team, stating the relevant reasons:

seminar-management@roechling.com

In the event of cancellations, we reserve the right to charge a portion of the attendance fee as follows:

- Less than 2 months in advance **50%**
- Less than 1 month in advance **100%**

Substitute participants are gladly accepted.

For canceled attendance of company seminars or specially organized events, the full attendance fee is charged to the individual participants and companies from the date of registration/date of booking.

We will be glad to advise you on any staff development-related questions.

Individual Services

Overview of Trainings

No.	Training	Date	Language
S1	<i>Reiss Motivation Profile® - Your Basic Desires at a Glance</i>	<i>Agreed individually</i>	<i>English</i>
S2	<i>Individual Coaching for Specialists and Managers</i>	<i>Agreed individually</i>	<i>English</i>
S3	<i>Intercultural Coaching for Specialists and Managers</i>	<i>Agreed individually</i>	<i>English</i>



What motivates you at work and in life? What do you find easy? What makes you satisfied and happy? What situations make you feel tense or stressed? And when are you efficient and relaxed?

Do you prefer managerial tasks or challenging specialist tasks? Are you rather a team player and enjoy agreeing on a lot of things frequently? Or do you need a lot of freedom in your day-to-day work? How important is it for you to be acknowledged by your colleagues or supervisor? Do you like having lively discussions with business partners and customers? Or do you prefer harmonious decision-making processes?

Your individual Reiss Motivation Profile® will give you answers to these questions. An online questionnaire will be used to show your individual basic desire structure.

All of your 16 basic desires and the extent to which they each affect you will be explained to you in a subsequent confidential feedback meeting. Unlike many personality tests, there are no “good” or “bad” results. All profiles are unique and fine just the way they are.

The results of this meeting will help you better understand yourself (and your colleagues). You can change negative aspects of your work more easily based on your basic desire structure. This will also help you see your own needs and desires more clearly and incorporate these into your professional and private life more easily.

The Reiss Motivation Profile® provides an excellent basis for:

- Determining where you stand
- Planning staff development measures
- Career planning
- Team development

Your Reiss Motivation Profile® and feedback meeting will be handled in complete confidentiality and is not part of your personnel file!



- The 16 basic desires according to Steven Reiss
- Confidential online questionnaire (your conversation partner will give you the results of the questionnaire during the meeting and they will be sent to you afterwards as a file)
- Confidential discussion about your individual Reiss Motivation Profile®
- Optional Coaching



All employees



Upon request



Online questionnaire: approx. 30 minutes
Feedback meeting: 2 hours



150 EUR per person
(including the fees for the online questionnaire)



Individuals



By agreement



Kirsten Becker
HR Development
Reiss Motivation Profile® Master

Christiane Beckershaus
Senior HR Development Specialist
Reiss Motivation Profile® Master

Andrea Simoni
Training & Development Manager
Reiss Motivation Profile® Master

Katja Van Raaij
HR Generalist
Reiss Motivation Profile® Master

Julia Wolpert
Talent and Development Specialist
Reiss Motivation Profile® Master



Languages: German and English

S2 *Individual Coaching* for Specialists and Managers



Individual coaching sessions are the preferred approach for specialists and managers looking for a sparring partner with whom to confidentially discuss and address career-related issues, objectives, opportunities, conflicts, areas of training or aspirations.

In an individual coaching session, the coach is able to focus on and work with your own specific circumstances. A professional coach employs methods that can help you gain new perspectives on situations, people, and issues from which you can really benefit. They work out concrete action plans with you and strategies for solving your relevant issues. Above all, the coaching process is subject to strict confidentiality.



- Preparation for a new position
- Assessment of career potential
- Conflicts and crises involving team members, managers or customers
- Preparation for success-critical situations, such as important discussions with employees or customers, tense internal meetings or negotiations



- We identify the coaching focus area together with the person booking the session
- We suggest one or more appropriate coaches for you
- You arrange a preliminary “getting-to-know-you” session (1-2 hours meeting)
- Once the right coach for you has been identified, together with your supervising manager and the coach you outline the specific focuses, objectives, and scope of the coaching work
- Individual coaching sessions are conducted
- Conclusion/evaluation of coaching sessions and follow-up discussion with the person who booked the session



Specialists and managers on all levels



Upon request



Usually 6-10 meetings of
1,5-3 hours



Costs depend on the agreed duration of
the coaching and the chosen coach



Individuals



Agreed individually



We have access to a pool of qualified
and experienced coaches for all
functions and hierarchical levels

S3 Intercultural Coaching

Germany, USA, China, Japan, India, South and Latin America



Within the framework of an intercultural coaching, tailored to your needs and goals, you will get to know the fundamental historical, cultural and economic facts of your target country. Among other things, you are prepared for culture and mentality, the culture's values and the typical traditions and practices. In practical exercises, you will be given the opportunity to train a culturally adequate communication with business partners and colleagues, and to familiarize/prepare yourself for future working situations abroad or with foreign business partners. In contrast to a standard intercultural country training, you will have a coach on your own here, enabling you to address solely your projects and plans and to work on them professionally under an intercultural point of view.

To optimize the coaching effect, your trainer will either be born in the specific country you have chosen or has been living there for a long time or has extensive work experience from there.



- Geographical, historical and economic facts about your chosen country
- Culture-specific values, norms and work practices of the country
- Dos + Don'ts in dealing with business partners
- Preparation of your concrete projects, meetings, or negotiations in your chosen country



All employees who work regularly in one of the countries named above / deal repeatedly with colleagues from one of those countries as well as teams implementing projects or working processes in one of these countries



Upon request



Bookable on an hourly or daily basis



By arrangement



Individual employees or teams



Agreed individually



We have access to a pool of qualified and experienced coaches for all functions and hierarchical levels



Language: German and English, other languages upon request

Globalization – Internationalization

Overview of Trainings

No.	Training	Date	Language
S4	Intercultural E-Learning Courses for Different Countries	continuously	multilingual
S5	Intercultural Competence	09-10 December 2020	Bilingual: EN/DE
S6	Intercultural Training – USA for Europeans	29-30 September 2020	Bilingual: EN/DE
S7	Intercultural Training – China for Europeans	09-10 September 2020	Bilingual: EN/DE
S8	Intercultural Training – China for Americans	on demand	English
S9	Intercultural Training – Germany for Americans	on demand	English
S10	Intercultural Training – Germany for Chinese	on demand	Chinese



Intercultural General Awareness, Brazil, China, France, Germany, USA, France, Great Britain, India, Southeast Asia, Romania, Poland, Sweden and many more



Do you work with business partners from different cultures? In these courses you will learn about making and maintaining contact with international business partners both on business trips and in every day working life. You will become familiar with the particularities of the communication style of each country as well as several concepts of time. You will get an idea of how meetings proceed in other countries as well as how to design your presentation according to the taste of your international business partners. Besides becoming familiar with the most common negotiating tactics in the various countries you will find out how your international business partners reach decisions and how important hierarchies are. You will get to know the characteristic work style of the countries and develop a feeling for how your international business partners deal with problems. Furthermore, you will learn what to pay attention to when attending a business meal and how to dress both for business appointments and after work events according to each country's standards.

Additional material: you will receive the corresponding script to the course you have chosen.

24/7 online support included: expert hotline, 550 video clips and professional articles, culture-specific newsletters, link tips and much more.



- Initial business contact
- Communication and impact
- Meetings and presentations
- Negotiations, decisions, contracts
- Coordination and cooperation
- Business meals and after work
- Dress code

When booking an e-learning course we act as an intermediary. Our partner is crossculture academy. Placing of order and bill payment is to be made directly via them.



All employees, who cooperate with colleagues, clients or business partners from different cultures or who engage in business in one of the stated countries.



Once you have decided on a start date the e-learning training is activated for 3 months including 24/7 online support.



Ca. 90 min



106 EUR per country
VAT included



Individual



The location can be determined individually and flexibly by the user. You merely need a PC or Tablet and loudspeakers or headphones.



crossculture academy
change.project gmbh



Languages: German and English

S5 Intercultural Competence

Open Your Mind – The Art of Managing Diversity



Global markets und multicultural work situations are challenging employees and managers in their daily business. Your work gets more and more cross-national. Departments and projects are formed by employees with different nationalities, travelling abroad is normal. To be able to handle all these situations successfully together and experience them as enrichment, you need intercultural competence.

In this seminar, you will deal with your own values, demands and behavior patterns and open up for other perspectives and approaches. You will learn how to identify, appreciate and manage differences. Openness, curiosity and the ability to take on other perspectives are main issues. Working in intercultural teams, managing cross-national tasks more effectively, and acting self-confidently and in a more target-oriented manner in an intercultural context are the goals of this seminar.

Gain intercultural competence as a key skill!



- Culture: What does it include? What does this mean for our work?
- Identify cultural differences. Which differences are important?
- Open Your Mind: Curiosity, openness and relativity of the own perspective
- Identify and use of Intercultural capability. What are the opportunities?
- Communication in an intercultural context
- Understanding and solving intercultural conflicts
- Practical exercises, strategy games, models and methods



(Project) Leaders and Managers who work in international assignments and any employees involved in cross-national or intercultural tasks and teams



09-10 December 2020



2 days



900 EUR



10-12 participants



Pfalzhotel Asselheim / Grünstadt



Michael Moritz
moritz-communication



Bilingual Seminar:
English/German



We feel especially connected with the USA. We listen to American music, watch American movies and study English from elementary school onwards. We feel a strong connection to the “American Way of Life”. There are so many similarities between us, which may lead us to think that the differences which exist are insignificant.

In order to deal with the cultural differences in a culturally adequate and professional way, we need to know about them. This seminar is geared towards employees who regularly work in the US or together with US-Americans - or may do so in the near future. It will equip you with a better understanding of the cultural aspects underpinning behavior and communication, particularly in business and working situations, as well as practical tools and strategies for working and communicating constructively with US-Americans. Overall, the seminar will provide you with more confidence in handling situations with American colleagues and business partners.

Module 1: Self-directed E-Learning

Module 2: Classroom training



- Why an intercultural training for the USA? Reasons, ideas, goals
- How do Americans see us? How do we see them?
- Intercultural communication USA/Italy/Germany: basics of the different communication styles
- Working with Americans and communication at work
- Important cultural values and “standards” in the USA and comparison of the USA, Germany and other cultures
- Building and maintaining personal relationships and trust with Americans
- Practical strategies and tools for working and communicating in cross-cultural situations



All employees who work together with Americans



Module 1: 01-28 September 2020, self-directed learning via E-Learning platform

Module 2: 29-30 September 2020, classroom training



0,5 day virtual training
1,5 days face-to-face in Germany



900 EUR



10-12 participants



Module 2: Pfalzhotel Asselheim / Grünstadt



Christine Flebbe
crossculture academy



Bilingual Seminar:
English/German



Aim of this seminar is to establish an open and capability-oriented business relationship of European and Chinese employees and management.

Cultural misunderstandings in the cooperation with China are not only causing a loss of time and money, but are also demotivating all involved employees. Values like reliability and respect are expressed differently in China and Europe. Measuring other people's behavior with our own values can lead to difficulties with business partners of different cultural background. This seminar therefore wants to make you aware of other perspectives and constructive approaches in the cooperation with Chinese colleagues and business partners.

Module 1: Self-directed E-Learning

Module 2: Classroom training



- *Communication*: Understanding and estimating correctly direct and indirect communication
- *Quality assurance*: Where are the differences in the quality expectations between Europe and China? Which concrete measures can enhance the quality awareness of Chinese employees?
- *Leadership and decision-making*: What does a Chinese manager expect from a German or Italian Manager? How do I ensure loyalty of my employees and how do I prevent fluctuation? What is different in the decision-making process in China?
- *Planning processes*: How do processes of planning differ in the different cultures?
- *Teamwork*: What are the differences in Teamwork in China? How can I create a trusting cooperation and communication between employees of a different cultural background?
- *Conflict resolution*: How do I solve conflicts on an objective level in China? How do I express suggestions for improvement in front of colleagues and business partners without insulting them?



All employees who work together with Chinese



Module 1: 11 August - 08 September 2020, self-directed learning via E-Learning platform

Module 2: 09-10 September 2020, classroom training



0,5 day virtual training
1,5 days face-to-face in Germany



900 EUR



10-12 participants



Module 2: Pfalzhotel Asselheim / Grünstadt



Thu Phong Vuong
Trainer for intercultural communication



Bilingual Seminar:
English/German



Aim of this seminar is to establish an open and capability-oriented business relationship of Americans and Chinese employees and management.

Cultural misunderstandings in the cooperation with China are not only causing a loss of time and money, but are also demotivating all involved employees. Values like reliability and respect are expressed differently in China and America. Measuring other people's behavior with our own values can lead to difficulties with business partners of different cultural background. This seminar therefore wants to make you aware of other perspectives and constructive approaches in the cooperation with Chinese colleagues and business partners.

Module 1: Self-directed E-Learning

Module 2: Classroom training



- *Communication*: Understanding and estimating correctly direct and indirect communication
- *Quality assurance*: Where are the differences in the quality expectations between Americans and China? Which concrete measures can enhance the quality awareness of Chinese employees?
- *Leadership and decision-making*: What does a Chinese manager expect from an American Manager? How do I ensure loyalty of my employees and how do I prevent fluctuation? What is different in the decision-making process in China?
- *Planning processes*: How do processes of planning differ in the different cultures?
- *Teamwork*: What are the differences in Teamwork in China? How can I create a trusting cooperation and communication between employees of a different cultural background?
- *Conflict resolution*: How do I solve conflicts on an objective level in China? How do I express suggestions for improvement in front of colleagues and business partners without insulting them?



All employees who work together with Chinese



On demand



0,5 day virtual training
1,5 days face-to-face in USA



900 EUR



10-12 participants



USA: As centrally as possible – will be defined considering the participants



Thu Phong Vuong
Trainer for intercultural communication



Language: English



Röchling has become a global player with customers, partners and subsidiaries all over the world. German culture and business practices are influencing the day-to-day work not only in our headquarters but also in our international subsidiaries. Our success in a globalized economy requires our international employees on all levels to strengthen their relationships and cooperation with its German headquarters.

German technical expertise, focus on quality and punctuality are valued throughout the world. However, there are some crucial differences in business communication and relationship building one should know in order to work successfully with Germans. Therefore, developing a deeper understanding of German culture and business practices will definitely support your work with German colleagues and counterparts.

German society is strongly influenced by Protestantism, Greek philosophy and socio-historical development. Secularization in the 20th century has added to intensify the strong individualism. German separation of professional and private lives can have a strong impact on relationships with partners and colleagues. Objectivism, planning and a strong focus on rules, regulations, and structures influence day-to-day management situations. The German style of communication is very direct and Germans think of themselves as “open and honest” communicators – different opinions are verbalized and conflicts are addressed directly. To members of other cultures this could cause irritations.

It is not only important to understand how Germans think and act in day-to-day management situations but also why they act the way they do and how to deal with them in a positive and constructive way.

Module 1: Self-directed E-Learning

Module 2: Classroom training



- Orientation: A pragmatic definition of culture and a world map for cultural dimensions
- Introduce the concept of culture and how it affects workplace behaviors, communications, and attitudes
- Highlight behavioral characteristics of the United States and Germany. Identify the most glaring gaps between these behaviors
- Important facts on German history, politics, and society
- Main cultural standards in Germany and their influence on business life
- How do colleagues think and act in Germany in day-to-day management situations (leadership and motivation; communication; team work; meetings; presentations; business meals and after work; planning and deadlines; instructions and feedback; dealing with conflicts)
- Getting started when you work in Germany and a few other things you should know when you go there on business
- A few pragmatic tools and DOs & DON'Ts, and explain the WHYs of different communication styles
- Introduce strategies which help minimize the cultural gaps



All employees who work together with Germans



On demand



0,5 virtual training
1,5 days face-to-face in USA



900 EUR



10-12 participants



USA: As centrally as possible – will be defined considering the participants



Christian Höferle
crossculture academy



Language: English



Röchling has become a global player with customers, partners and subsidiaries all over the world. German culture and business practices are influencing the day-to-day work not only in our headquarters but also in our international subsidiaries. Our success in a globalized economy requires our international employees on all levels to strengthen their relationships and cooperation with German headquarter.

German technical expertise, focus on quality and punctuality are valued throughout the world. However, there are some crucial differences in business communication and relationship building one should know in order to work successfully with Germans. Therefore, it will definitely support your work with German colleagues if you develop a deeper understanding of the German culture and business practices.

The German society is strongly influenced by Protestantism, Greek philosophy and socio-historical development. Secularization in the 20th century has added to intensify the strong individualism. German separation of professional and private live has a strong impact on relationships to partners and colleagues. Objectivism, planning and a strong focus on rules, regulation and structures influence day-to-day management situations. The German style of communication is direct and Germans are considering themselves as communicating “open and honestly” – different opinions are verbalized and conflicts are addressed directly. To members of other cultures this could cause irritations.

It is not only important to understand how Germans think and act in day-to-day management situations but also why they act the way they do and how to deal with them in a positive and constructive way.

Module 1: Self-directed E-Learning

Module 2: Classroom training



- Orientation: A pragmatic definition of culture and a world map for cultural dimensions
- Important facts on German history, politics and society
- Main cultural standards in Germany and their influence on business life
- Valuable insights to how the German see the Chinese
- Significant differences and similarities between the Chinese and German way of thinking and behaviors
- How do colleagues think and act in Germany in day-to-day management situations (leadership and motivation; communication; team work; meetings; presentations; business meals and after work; planning and deadlines; instructions and feedback; dealing with conflicts)
- Getting started when you work in Germany and a few other things you should know when you go there on business
- Insightful exchange of view points and discussion on your daily experience working with the German
- A few pragmatic tools and Dos & Don'ts



All employees who work together with Germans



On demand



0,5 day virtual training
1,5 days face-to-face in China



900 EUR



10-12 participants



China: As centrally as possible – will be defined considering the participants



Nora Sun
Bread & Rice



Language: Chinese

S15 – S17 Introduction of Röchling



As part of the seminar, you will receive comprehensive information about the Röchling Group and get to know different locations through factory tours. The events will alternately take place at our division locations: Industrial, Automotive, and Medical.

At each seminar, you will get in touch with the history of the Röchling family, learn where the Group came from and what strategy it is pursuing with the material of the 21st century. You will learn everything worth knowing about the history of the automobile and the role of plastics, and discover the world of high-performance plastics in the industrial and medical division. You will also gain comprehensive insight into various manufacturing and processing methods as well as the different markets and customers in the three divisions. In addition, you will also have the great opportunity to make Group-wide contacts and share experiences.



- History of the Röchling Group, Strategy and Perspectives of the Röchling Group
- Röchling Industrial: Products, Processes and Markets
- Röchling Automotive: Products, Processes and Customers
- Röchling Medical: Products, Processes and Regulations



Röchling Group specialists and managers who have recently joined Röchling as well as specialists and managers who want to learn more about the Röchling Group.



Will be communicated soon



1-1,5 days



No costs (except travel and accommodation costs)



20 participants



As centrally as possible in the regions: S15 (USA), S16 (Europe), S17 (China), – will be defined considering the participants



Members of the Management Team as well as employees and internal experts from the respective divisions.



Language: English/Chinese

Leadership

Overview of trainings

No.	Training	Date	Language
S22	Leadership Series Röchling – USA	Module 1: 04-05 August 2020 Module 2: 20-21 October 2020 Module 3: 26-27 January 2021	English
S23	Leadership Series Röchling – China	Module 1: 01 September 2020 & 10/11 September 2020 Module 2: 28-30 October 2020 Module 3: 10-11 December 2020	Chinese
S24	Leadership Series Röchling – Italy	Module 1: 06-07 October 2020 Module 2: 25-26 November 2020 Module 3: 09-10 February 2021	Italian
S25	Leadership Series Röchling – Europe	On demand	English



Now that you have gained your first experiences as a manager, do you wonder how you can increase your managerial success or design the leadership process more efficiently? Or are you relatively new to the role of manager and want to conduct your managerial work as professionally as possible right from the start?

You examine your individual management style and learn to adapt your leadership behavior to the current situation and the stage of development of your employees. Realistic models clarify how you can increase the efficiency of supervising your entire team and resolve conflicts constructively.

Through a consistent group of participants, each manager has the opportunity to introduce his or her individual leadership topics, concerns, and fields of study over the course of several months, and to obtain regular feedback from colleagues and the trainer on his or her own leadership and development process.

On the following pages you will find a detailed description of the individual seminar concepts for the following Röchling regions:

- USA
- China
- Italy
- Europe





Module 1: Striking the Balance Between Focusing on Results and Focusing on Employees

- Handle your role as a manager at Röchling and the associated requirements
- Lead according to the situation: Adapt your own leadership style according to the stage of development of the employees and the current environment
- “Management 4.0”: What mindset is helpful?
- Performance reviews: Conducting a dialogue and providing feedback and orientation are key managerial tools
- Addressing specific concerns and issues from your managerial experience
- Definition of individual leadership tasks and objectives to put into practice

Module 2: Team Development and Supervision as a Leadership Task

- Individual evaluation of the practical stage
- Success factors of teams
- Stages of team development
- My role as a manager within the team/in rapidly changing teams
- Assessment of my team and derivation of managerial interventions for the further development of the team
- Practical advice on challenging team situations

Module 3: Mastering Difficult Managerial Situations Constructively

- Evaluation of the practical stage
- Holistic conflict analysis: Areas of conflict in the Company – Where is the crux of the conflict?
- Methods of conflict resolution
- Individual forms of conflict behavior and their impact on the conflict dynamic
- Managing difficult performance reviews
- Taking stock: My development as a manager in the past year



Mandatory for managers (except shift leaders and operators) who are new to a leadership position, minimum of three months. Experienced managers may also register.



Module 1: 04-05 August 2020
Module 2: 20-21 October 2020
Module 3: 26-27 January 2021



6 days – divided into three modules (each 2 days)



3.000 EUR



Max. 10 managers comprising a fixed group



USA: Location as centrally as possible – determined according to the composition of the group



Vivien Hudson
Brain Body and Business



Language: English



We use the framework of Joseph Campbell's "Hero's Journey" to learn about the calling, resources, challenges, and transformation of a manager who is guiding his/her team to success.

Your learning experience will also be demonstrated in the form of an individual or group case study, which you will be working on outside the classroom as well. A final presentation will mark the grand finale of the training series.

Module 1: The Start of the Hero's Journey (web-based training)

- Introduction of Hero's Journey model for leaders
- A manager at Röchling: What are the special requirements and goals of your leadership journey at Röchling?
- Stages of team development: Which skills do you need to guide your team through different needs at each stage?
- Management 4.0: How do you lead and create closeness at a distance?
- My role as a manager within the team/in rapidly changing teams

Remarks: The module will be conducted virtually in several separate sessions of a few hours each. Output from Module 1 will be used as input for Module 2.

Module 2: On the Journey of a Hero (on-site training)

- Deep dive into challenges and solutions at different stages of the journey, including self-management, empowerment, emotional leading, change management and managing up
- Situation-based leadership: Which style is best suited to meeting the individual needs of your team members and the work environment?
- The highly productive meeting as a leadership task
- Performance reviews: Conducting a dialogue and providing feedback and guidance are key managerial tools
- Practical advice on challenging team situations
- Selection of a case of interest for an individual or group assignment

Module 3: Looking back and forward (on-site training)

- Taking stock: My development as a manager over the past year
- Holistic conflict analysis: Areas of conflict in the company – where is the crux of the conflict?
- Methods of conflict resolution
- Individual forms of conflict behavior and their impact on the conflict dynamic
- Managing difficult performance reviews
- Forward thinking: Key actions necessary to support the Hero's Journey of future Röchling managers
- Final presentation of your case studies



Mandatory for managers (except shift leaders and operators) who are new to a leadership position, minimum of three months. Experienced managers may also register.



Module 1: 01 September 2020
Virtual Kick-Off (Part 1)
10/11 September 2020
Virtual Kick-Off (Part 2)

Module 2: 28-30 October 2020
On-site training program

Module 3: 10-11 December 2020
On-site training program



6 days – divided into one virtual and two face-to-face modules in China



3.000 EUR



Max. 24 managers comprising a fixed group



China: Location as centrally as possible – determined according to the composition of the group



Dr. Xiuhua Zeng
Nora Sun
Thu Phong Vuong



Language: Chinese



Module 1: Striking the Balance Between Focusing on Results and Focusing on Employees

- Handle your role as a manager at Röchling and the associated requirements
- Lead according to the situation: Adapt your own leadership style according to the stage of development of the employees and the current environment
- “Management 4.0”: What mindset is helpful?
- Performance reviews: Conducting a dialogue and providing feedback and orientation are key managerial tools
- Addressing specific concerns and issues from your managerial experience
- Definition of individual leadership tasks and objectives to put into practice

Module 2: Team Development and Supervision as a Leadership Task

- Individual evaluation of the practical stage
- Success factors of teams
- Stages of team development
- My role as a manager within the team/in rapidly changing teams
- Assessment of my team and derivation of managerial interventions for the further development of the team
- Practical advice on challenging team situations

Module 3: Mastering Difficult Managerial Situations Constructively

- Evaluation of the practical stage
- Holistic conflict analysis: Areas of conflict in the Company – Where is the crux of the conflict?
- Methods of conflict resolution
- Individual forms of conflict behavior and their impact on the conflict dynamic
- Managing difficult performance reviews
- Taking stock: My development as a manager in the past year



Mandatory for managers (except shift leaders and operators) who are new to a leadership position, minimum of three months. Experienced managers may also register.



Module 1: 06-07 October 2020
Module 2: 25-26 November 2020
Module 3: 09-10 February 2021



6 days – divided into three modules (each 2 days)



3.000 EUR



Max. 10 managers comprising a fixed group



Italy: Location as centrally as possible – determined according to the composition of the group



Local certified Trainer



Language: Italian



Module 1: Striking the Balance Between Focusing on Results and Focusing on Employees

- Handle your role as a manager at Röchling and the associated requirements
- Lead according to the situation: Adapt your own leadership style according to the stage of development of the employees and the current environment
- “Management 4.0”: What mindset is helpful?
- Performance reviews: Conducting a dialogue and providing feedback and orientation are key managerial tools
- Addressing specific concerns and issues from your managerial experience
- Definition of individual leadership tasks and objectives to put into practice

Module 2: Team Development and Supervision as a Leadership Task

- Individual evaluation of the practical stage
- Success factors of teams
- Stages of team development
- My role as a manager within the team/in rapidly changing teams
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- Evaluation of the practical stage
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Mandatory for managers (except shift leaders and operators) who are new to a leadership position, minimum of three months. Experienced managers may also register.



On demand



6 days – divided into three modules (each 2 days)



3.000 EUR



Max. 10 managers comprising a fixed group



Europe: Location as centrally as possible – determined according to the composition of the group



Gemma Bernabe Hernandez



Language: English

Project Management

Overview of Trainings

No.	Training	Date	Language		
S29	Projektmanagement bei Röchling Automotive (RAMP) <i>Project Management at Röchling Automotive (RAMP)</i>	Module 1: 17.-18.06.2020 <i>17-18 June 2020</i>	Germany Bilingual: DE/EN		
		Module 2: 09.-10.09.2020 <i>09-10 Sep 2020</i>			
		Module 3: 18.-19.11.2020 <i>18-19 Nov 2020</i>			
		S29	Projektmanagement bei Röchling Automotive (RAMP) <i>Project Management at Röchling Automotive (RAMP)</i>	Module 1: 07.-08.10.2020 <i>07-08 Oct 2020</i>	Italy Bilingual: DE/EN
				Module 2: 24.-25.11.2020 <i>24-25 Nov 2020</i>	
				Module 3: 20.-21.01.2021 <i>20-21 Jan 2021</i>	
S30	<i>Compact Course Controlling Röchling Automotive</i>	<i>Upon request in 2020</i>	Bilingual: DE/EN		

S29: All three modules of the RAMP-training can only be booked together.



Do you have a leading role in a core project team at Röchling Automotive?

Effective, competent project management is essential for the successful execution of projects. In order to carry out coordinated, professional project management at multiple locations and across national borders, you need Röchling Automotive Tools, a solid knowledge base, and a variety of management techniques. You can learn about all of these in this three-module seminar series.

As part of an unchanging group of participants throughout the entire seminar series, you will get to know numerous project leaders of Röchling Automotive core project teams better and network with them. Additionally, you can receive regular feedback regarding your own project from fellow associates and the trainer.



Module 1: Fundamentals of Project Management

- APQP and Röchling Automotive standards
- Foundations of project work at Röchling Automotive
- Role, rules, and framework conditions
- Project organization, project managers, core team (functions)
- Project planning
- Reporting and escalation
- Managing change and risk
- Project conclusion

Module 2: Managing within the Project Matrix Organization

- Project team development
- Communication during the project
- Project team management
- Delegating and selling ideas
- Dealing with opposition, objections, and conflict
- Working with external and internal customers
- International projects

Module 3: Project simulation/Scenarios

- Run through the different phases of a project, addressing a variety of objectives and decision-making situations in the process (group and individual work). Analysis of situations, evaluation of options, development of plans on how to approach special issues. Focus on: cooperation, communication within team, project efficiency, and goal attainment.



Mandatory seminar for all leading members of Röchling Automotive core project teams



6 days
2 days for each of the three modules



Cost allocation for company seminars



8-12 participants per „fixed group“



Germany: Pfalzhotel Asselheim /
Grünstadt
Italy: Röchling Automotive Italia S.r.l.,
Leifers



Claas Eylers
Eylers Performance Consulting GmbH



Bilingual Seminar:
English/German



Dates Germany

Module 1: 17-18 June 2020
Module 2: 09-10 September 2020
Module 3: 18-19 November 2020

Dates Italy

Module 1: 07-08 October 2020
Module 2: 24-25 November 2020
Module 3: 20-21 January 2021



Are you working with the plant result, contribution margin and/or RAC- and SAP calculation? Did you always want to understand more of Controlling within Röchling Automotive? This seminar will provide an insight and interrelations of Controlling functions.

You will gain a general overview of Controlling within Röchling Automotive, learn the essentials of plant P&L and the differences between RAC and SAP calculation and learn to read, understand and interpret contribution margin reporting.



Topics depend on attendees and will be adjusted individually

- Structure and function of Controlling
- Plant P&L and key figures
- Product calculation
- Aim and difference of RAC and SAP calculation
- Surcharges and their content
- Content and details of Contribution Margin
- Hands-on SAP Controlling functions



Directors, Plant manager, Production manager, Sales, Customer teams and all employees, working with Plant results, RAC/SAP calculation and contribution margin.



upon request

The attendees will be grouped individually depending on topics.



1-2 days
depending on the number of participants and the agreed topics



No costs, except costs for travel and accommodation



3-6 participants



As centrally as possible – will be defined considering the participants



Inis Laußat
Head of Central Controlling
Röchling Automotive



Bilingual Seminar:
German/English

Röchling Automotive School: Technical Trainings

New for this Year: More variety as well as short and specific training modules for various target groups!

The Röchling Automotive Group has developed considerably over the last years in a sector that is increasingly becoming more competitive and globalized. We are operating as a System Solution Supplier in Europe, Asia, South America and North America in complex projects. In order to be able to cope effectively with the demands of the automotive market and its continuous need for improvement, we have to qualify our staff further. Our aim is to train and prepare our employees in the subjects they need for their daily work.

The continuous personal and professional development of our staff is a key success factor; therefore, we strongly recommend that Management registers their employees for the appropriate RAS modules. These will be offered worldwide. In order to become an "Employer of Choice", it is essential that we encourage and enable our staff members!

The RAS modules include theoretical and practical content, which are conducted by a highly competent and global trainer team. All RAS trainers are also Röchling Automotive managers and approved specialists who we are very proud of.

Because there have been many requests from our employees for some of our RAS Modules, we will now start to offer short training sessions for these courses. This will give a larger number of employees an overview of relevant technical topics at Röchling Automotive.

Come and be part of Röchling Automotive School!

Please contact:

Julia Wolpert, +49 621 440 55-267, julia.wolpert@roebling-automotive.de

Ricarda Hoecker, +49 621 440 55-260, ricarda.hoecker@roebling-automotive.de

Overview of RAS Trainings

No.	Module	Name	Date	Country
S44	RAS Module 1	Plastic Materials: Basic Training Course <i>Basic Training Course</i>	16-18 June 2020	Italy
			25-27 August 2020	USA
			08-10 September 2020	China
			26-28 January 2021	Germany
S45	RAS Module 2	Fluid Dynamic <i>Training Version for Specialists</i>	12-14 May 2020	Italy
			13-15 October 2020	Germany
			25-27 May 2021	Italy
S46	RAS Module 3	Welding Technology	12-13 May 2020	Deutschland
			22-23 September 2020	Italy
			17-18 March 2021	USA
			20-21 April 2021	Germany
S47	RAS Module 4	Technical Moulding <i>Training Version for Specialists</i>	16-19 June 2020	Germany
			01-04 December 2020	Italy
S48	RAS Module 4.1	Technical Moulding – Compact Version <i>Compact Training Version</i>	13-14 May 2020	China
			04-05 November 2020	Germany
S49	RAS Module 5	Product Design <i>Training Version for Specialists</i>	15-18 September 2020	Italy
S50	RAS Module 7	Study of Tolerance Chains <i>Training Version for Specialists</i>	10 December 2020	Italy
			26 January 2021	China
S51	RAS Module 8	Electronics Basics <i>Training Version for Specialist</i>	08-09 June 2020	Europe
			24-25 February 2021	China



Röchling Automotive thermoplastic materials range from low-performance and cost-effective HD-PE to high-performance & expensive PPS. In order to make proper use of resources, to be competitive on the market and to produce high-quality components, it is very important to choose the right material in terms of design, application and environment.

In this basic training course Fabrizio Chini, Matteo Traina and Franklin Wang will introduce fundamental concepts and properties of plastic materials used in automotive applications. They will also give a broad overview of the main moulding technologies used by Röchling Automotive and will show the new materials developed by Röchling Automotive's R&D department.

Goals of RAS Module 1:

- Enable the participants to select the proper materials
- Sensitization of proper use of resources in the field of plastic materials

Learning achievements of RAS Module 1:

- Practical sessions will be included in order to train participants in making preliminary decisions about the right material to be used for different applications
- Ability to manage main properties of the different plastic materials
- Ability to understand how the material properties affect part functionality



- Basic information about thermoplastic materials (composition and structure, polymerization processes, vulcanization)
- Sorting according to physical properties (thermoplastics and thermosetting polymers, elastomers), to chemical properties, to morphology and to thermal features
- Thermoplastic material properties, mechanical properties, chemical properties, physical properties
- Most important reinforcements, fillers and additives for automotive applications
- Tips on the main production technologies
- Moulding technologies and welding technologies
- Secondary operations
- Most-used types of plastics at Röchling Automotive
- New materials developed by Röchling Automotive
- Recycling of plastic materials



Mandatory target groups:

Procurement, Project Management, Product and Design Engineers, Sales, Technical Account Managers, Process Technicians, Supplier Quality Engineers, Tooling Engineers, Series Quality, Laboratory, Tooling & equipment technicians



16-18 June 2020	Italy
25-27 August 2020	USA
08-10 September 2020	China
26-28 January 2021	Germany

Optional target groups:

Material Specialists
Interested employees from all departments



3 days



No costs, except costs for travel and accommodation



Max. 14 participants



Germany, USA, China, Italy



Fabrizio Chini
Röchling Automotive



Matteo Traina
Röchling Automotive



Franklin Wang
Röchling Automotive



Languages:
English/Italian/Chinese



Röchling Automotive is getting more requests to design components with a superior level of performance in order to meet the functional requirements.

Fluid Dynamics plays a very important role in order to increase efficiency and performance levels for a wide variety of products. In particular, climatic air ducts, air intake and cooling systems, active grille shutters, underbody and SCR/Water injection filling systems.

This training course will give you the basic concepts and practical tools to design efficient systems and to understand the best trade-off between performance and costs.

Goals of RAS Module 2:

To design efficient components with aerodynamics-fluid functions

Learning achievements of RAS Module 2:

- Comprehension of Fluid dynamics and Aerodynamics requirements
- An easy interpretation of CFD reports



- Fluid dynamics - basic concepts
- Vehicle Aerodynamics: Active grille shutters and underbody
- Thermodynamics of thermal managements systems (2020)
- Air Induction and climate systems
- Fluid dynamic simulations: How to read a report
- Practical exercises (inside and outside)



Mandatory target groups:

Product Engineers and Design Engineers, Laboratory, Technical Account Manager from all regions (EU-N, EU-S, AM-N, AM-S, Asia)



12-14 May 2020

Italy, Leifers

13-15 October 2020

Germany, Worms

Optional target groups:

Quality Series (Plant Quality)
Quality Planning

25-27 May 2021

Italy, Leifers



3 days
60% theory and 40% practice



No costs, except costs for travel and accommodations



Max. 14 participants



Leifers, Italy
Worms, Germany



Carlo Ubertino
Röchling Automotive

Dr. Juliane Nies
Röchling Automotive



Language: English

Note:

The edition in Leifers with focus on propulsion components.

The editions in Worms with focus on Aerodynamics components.

The defined specialists from all regions should be nominated and registered by their managers. We strongly recommend that at least two specialists from every region will participate.



This RAS module provides profound and interesting insights into the world of plastic welding! Within our manufacturing process the optimal design of welds is fundamental for a successful connection of individual parts to components. But which technique is most appropriate? In this course welding methods and their pros and cons will be explained and demonstrated. Not only hot plate welding, vibration welding, rotation welding, orbital welding, ultra-sonic welding but also radiation welding processes like infrared welding and laser welding are at your disposal.

Matteo Piazzzi and Mattia Gazzetta will share their theoretical and practical experiences in the field of plastic welding. Moreover, the newest empirical findings and technical regularities will be presented and discussed.

Goals of RAS Module 3:

Understanding the plastic joining mechanisms and concepts

Learning achievements of RAS Module 3:

The most important welding process in RA: Hot plate; Vibration; Ultrasonic. News on the market



Theoretical part:

- Welding aspects of plastic materials
- Welding technologies
- Hot blade welding cycle
- Vibration welding cycle
- Ultrasound welding cycle
- Other welding technologies
- Welding flaws and weld analysis

Practical part:

- Set-up tests, creation of typical flaws and weld analysis

Mandatory target groups:

Process Technology,
Technical Account Manager, Equipment
Technology, Quality, Maintenance,
Laboratory

Optional target groups:

Product Engineers and Design
Engineers, Process Planning, Tooling
Engineers, Sales, Project Managers,
Interested employees from all
departments



12-13 May 2020 Germany
(*German language*)

22-23 September 2020 Italy
(*Italian language*)

17-18 March 2021 USA

20-21 April 2021 Germany
(*German language*)





1.5 days
1 day of theory / 1/2 day of practical tests



No costs, except costs for travel and accommodations



Max. 14 participants



China, USA, Italy, Germany



Matteo Piazzì
Röchling Automotive



Mattia Gazzetta
Röchling Automotive



Languages:
English / Italian / German



Ferdinand DiPauli and Sergej Fritz will introduce and explain the Röchling Automotive moulding technology in a clear and in an in-depth way. They will not only help to create the link between theory and practice but also to understand and interpret what happens during moulding of plastics inside the mould cavity.

The aim of this course is to understand how plastic elements should be moulded and to assess the limits of these process technologies. Moreover, the experts will learn what different variables are involved in the quality-making process. Technical and economic aspects will also be discussed.

Goals of RAS Module 4:

- Injection moulding analysed from a theoretical point of view
- The fundamentals of injection moulding problem-solving
- The basics of: Robust process settings
- Process estimation skills

Learning achievements of RAS Module 4:

- Plastic material behaviour related to injection moulding
- Understanding Injection moulding understanding: what happens inside our tools?
- The results of mouldflow and how it is related to real machine settings
- Awareness of forces and pressures
- How to easily estimate cycle time and clamping force



Theoretical part:

- Moulding aspects of plastic materials
 - polymers and classification of plastics
 - viscosity of polymers
 - PVT curves
 - shrinkage
 - plastic degradation and drying
 - usage of regrind
 - additives
- The moulding cycle
 - the sequences of an injection cycle
 - recommendations for a parameter set-up
- Moulding flaws
 - typical practical flaws and recommendations for correction
- The moulding press, Moulding tool basics
 - basic components of injection moulding machines and tools
 - different concepts of clamping units
 - structure and types of injection units and screws
 - power units and electronic control loops
 - basic components of moulding tools
 - how to demould undercuts

Practical part and exercises (depending on course location and group interests):

- Machine set-up of simple parts on a laboratory machine
- Process estimations (cycle time, clamping force etc.) by hand and with the use of simple tools
- Interpretation of mouldflow results
- Interpretation of machine setup chart



Mandatory target groups:

Injection Moulding Process Technology
Injection Moulding Setup,
Tooling Engineers

Optional target groups:

Plant Quality,
Supplier Quality,
Product Engineer/ Design Engineer
Production Supervisor/ Shift Leaders



16-19 June 2020 Germany
(*German language*)

01-04 December 2020 Italy
(*Italian language*)



3,5 days
3,0 days of theory
0,5 day of practice (normally 2 groups)



No costs, except costs for travel and accommodation



12 participants



Italy and Germany



Ferdinand Di Pauli
Röchling Automotive



Sergej Fritz
Röchling Automotive



Languages:
English, German and Italian



Sergej Fritz and Alan Xu will introduce the Röchling moulding technology in a clear and practical way. This simple-to-understand course is intended for interested employees from all departments but mandatory for the defined target groups.

They will not only help to create the link between theory and practice but also to understand and interpret what happens during the moulding of plastic inside the mould cavity.

The aim of this course is to understand how plastic elements should be moulded and to assess the limits of these process technologies. Technical and economic aspects will be discussed.

Goals of RAS Module 4.1:

- Understanding the fundamentals of the injection moulding process

Learning achievements of RAS Module 4.1:

- The injection moulding process (step-by-step)
- Main influence factors on quality and costs
- Possibilities and limits of the moulding process



Theoretical part:

- Moulding aspects of plastic materials
 - polymers and classification of plastics
 - viscosity of polymers
 - shrinkage
- The moulding cycle
 - the sequences of an injection cycle
 - moulding cycle estimation
 - what is needed to select a correct machine?
 - the calculation of a reasonable cycle time
- The moulding press
 - basic components of injection moulding machines
 - different concepts of clamping units
 - an overview of injection units and screw types

Exercises (depending on course location and group interests):

- Process estimations (for example cycle time and clamping force) by hand and with the use of simple tools



Mandatory target groups:

Technical Account Manager,
Plant Quality Engineers,
Production Supervisor/Shift Leaders,
Product Engineer and Design Engineer,
RFQ

Optional target groups:

Supplier Quality Employees,
Interested employees from all
departments



13-14 May 2020 China
(*Chinese language*)

04-05 November 2020 Germany
(*German language*)



2 days
1,5 days of theory / 0,5 day of practice



No costs, except costs for travel and
accommodation



12 participants



2020 in ASIA and Germany



Sergej Fritz
Röchling Automotive



Alan Xu
Röchling Automotive



Bilingual: English/Chinese
German/English

In this course moulding technology will be explained in a simple fashion and demonstrated using some available machines.



Our company's design engineers develop elements, machines, equipment, moulds etc. using CAD technology. However, the design phase also involves selecting the appropriate materials and dimensions from a functional and structural standpoint.

In this course, Gabriele Dorigoni and Alessandro Morosini will cover the concepts of construction science, i.e. the science that describes how a geometry load is stressed by external and internal actions.

The second part of the course looks at the finite element method, which makes it possible to calculate the existing stress state, even for complex geometrical shapes.

The third part concentrates on the behavior, in terms of mechanical strength, of ordinary thermoplastic materials in use such as polyamides and olefins.

Goals of RAS Module 5:

- To give tools in order to define and identify the inputs and to take into account the materials' relevant properties (ultimate tensile stress, fatigue endurance limits, creep behavior, thermal dependency)
- Evaluate the mechanical performance of the parts in order to intervene with design changes
- Reduce the risk of the materials' failures and therefore their mechanical components

Learning achievements of RAS Module 5:

- To properly use and understand the meaning of technical definitions, procedures and physical quantities
- To master the main and principal mechanical quantities and their units
- To master the most relevant mechanical properties of polymers in order to make a proper selection for the projects successes
- To easily evaluate complex mechanical loading conditions and geometries with the help of professional literature
- Examples of lessons learned



- Basics of construction science, stress and deformation
- Tensile and uniaxial deformation states in continuous solids
- The flexible and short beam
- Buckling and critical loads (geometric non-linearity)
- Isostatic and hyper static systems, solution of simple hyper static systems
- The virtual working method
- Structural behavior of plastic materials
- Overview of general and plastic fracture mechanics



Mandatory target groups:

Product Engineers and Design Engineers, Laboratory, TEC (Equipment Engineers, Tool Engineers,), Quality Planning
from all regions
(EU-N, EU-S, AM-N, AM-S, Asia)



15-18 September 2020

Optional target groups:

Technical Account Manager, Production Quality, Advanced Development



3,5 days



No costs, except costs for travel and accommodation



12 participants



EU-S, Leifers



Gabriele Dorigoni
Röchling Automotive

Alessandro Morosini
Röchling Automotive



Language: English

Note: RAS Module 5 is only offered once a year in EU-S. The defined mandatory target groups from all regions should be nominated and registered by their managers. We strongly recommend that at least two specialists from every region will participate.



The functionality of assembled units and systems consisting of different components needs to be ensured regardless of the operating conditions (temperature, humidity, etc.) and throughout the entire life cycle.

A sound and standardized analysis of tolerance chains helps to evaluate how components interact geometrically and functionally under every operating condition.

Niccolo Colombo will introduce an arithmetical and statistical approach for the calculation of tolerance chains and will train the participants on how to use the software- based Röchling calculation tool. To learn how to use the software better, several typical Röchling case studies will be analysed and solved during this seminar.

Goals of RAS Module 7:

Allow the attendee to approach a tolerance chain problem in the correct way and solve it using the Röchling dedicated software, in order to make a robust design.

Learning achievements of RAS Module 7:

- Understand the importance of tolerance chains
- Learn how to evaluate a tolerance stack-up
- Solve the tolerance stack-up problem with the Röchling dedicated software



- Short reviews of existing standards
- Simple tolerance chains, intuitive approach
- Mathematical approach
- Statistical approach
- Issues with the dimensions of tolerance chains
- Misuse of the tolerance chains' dimensions
- A discussion of various example cases
- An introduction to our company's tolerance chains tool



Mandatory target groups:

Product Engineers and Design Engineers, Tooling Engineers, Employees who have to use the RA calculation software tool for tolerance chains

Optional target groups:

Plant Quality Planning Engineers, Quality Series Engineers, Supplier Quality Engineers



10 December 2020

Italy

26 January 2021

China



1 day



No costs, except costs for travel and accommodation



10-14 participants



Italy and China



Niccoló Colombo
Röchling Automotive



Language:
English and Italian



Nowadays, Röchling Automotive's components can include several electronic devices like sensors, actuators, pumps and heaters. The proper development, validation, integration and understanding of such components are essential for the company's success.

In order to gain a clear understanding of topics about electronics, Röchling Automotive will offer this specific training course.

The aim of this course is to provide the basic knowledge of electronic systems with particular reference to the automotive world, where the development of these components has progressed extremely in recent years

Goal of RAS Module 8:

- To manage the electronic components and their integration in automotive applications

Learning achievements of RAS Module 8:

- Key electronic terminology and rules



- Electronics Basics (Ohm's Law, power, passive components, transistors)
- Electronics in the automotive field
- Electronics in the Röchling Automotive portfolio overview
- Customer specification overview
- Development / validation process (Hardware Design Basics (Schematics + PCBA)
- Communication basics (SENT, CAN, LIN)
- EMC, ESD and ENV basics
- Tools for development and testing basics (Vector, INCA, IMC)
- Automotive Spice & ISO 26262 basics
- EoL design and practical activities
- Processes for electronics production



Mandatory target groups:

Product Engineer, Quality Planning, Quality Series, Supplier Quality Engineer, Prototype, Industrial Engineering, Laboratory Electronics Engineer



08-09 June 2020 Europe

24-25 February 2021 China

Optional target groups:

All interested Röchling Automotive employees



2 days



No costs, except costs for travel and accommodation



Max. 12 participants



Europe and China



Enrico Merzari
Röchling Automotive



Lorenzo Gasperi
Röchling Automotive



Carsten Funk
Röchling Automotive



Languages:
Italian/German/Chinese/English

Learning Languages at Röchling!

The Röchling Group is a global company, which is why language competence is very important.

Language training offers the necessary tools to move and express yourself confidently in a foreign language. Regardless of whether you need to present facts, communicate in writing or maintain telephone contact with foreign business partners, customers or colleagues, language training can provide participants with confidence in all situations.

Registration

If you are interested, please contact your local HR. They will recommend a training regarding to your needs with one of our cooperation partners.

Methods

Language training is offered as classroom training, telephone and e-learning training or in the form of a language trip in different languages.

You will find an overview of the methods on the following pages.

Overview of Language Trainings

In-house Classroom Courses



Group classes, conversation courses, and topical seminars such as business English and telephoning skills are highly useful and motivating for enhancing English competency. Group courses are conducted at specific skills levels, so participants are generally on the same level; content can be customized to accommodate specific interests. Most trainers are native speakers holding teaching and/or training qualifications. Classroom courses are offered in the form of compact seminars or as regular ongoing courses.

Virtual and Telephone-based Training



Training sessions can also be offered via computer and/or telephone. These sessions are always conducted individually. They involve fixed telephone/WebEx sessions with the trainer. You select the training topics beforehand and then complete written and verbal activities during the session. At the end of each session, you receive feedback regarding your mistakes as well as homework.

Specialized Coaching



Specialized coaching is designed for managers and staff who need to be absolutely sure of their communicational ability in English or want targeted, sustained preparation for specific career situations. Potential coaching topics include: targeted preparation for meetings and workshops conducted in English, coaching sessions for managers and staff who periodically work at international locations and have contact with foreign partners and customers, dry-runs of important presentations in English, or cross-cultural awareness in the international business world.

Company Seminars and Project Proposal

Company Seminars

In addition to this Röchling seminar program, all seminar topics can be held as company seminars as well. Any other topic of your choice is also possible as a company seminar.

We are happy to serve all regions with this offer.

Seminar scope, content, and focus are then tailored to your corporate objectives and the target audience. A preliminary meeting is conducted with you and the possible trainer(s) to discuss objectives and seminar parameters. All of our trainers have industry experience, and the majority of them have received above-average evaluations from Röchling employees.

The terms and conditions for company seminars will be defined under a separate cover.

Project Proposals

Project proposals are suggestions for you for withdrawing yourself and your project team, department, or area from work for 1 to 3 days, in order to prepare in a very concentrated manner upcoming issues of importance. Perhaps you would like to be assisted by a professional moderator when addressing a particular topic?

Be it a company seminar or project proposal, we will gladly advise and support you in implementing your preferences in terms of design, moderation, and organization.

All content, dates, and seminar locations are coordinated with you, as the client, individually