

# VDL Enabling Technologies Group hosts HYP's.

*Where Human Capital and Innovation meet*

*High Tech NL focusses on programs for Human Capital and Innovation. High-tech companies have a continuous need for technological skilled people and keep up with competitors by investing in innovation on technology and markets. Besides developing concrete programs on Human Capital and Innovation issues, High Tech NL offers network activities for its member companies. In the context of networking, the program for High Tech NL Young Professionals (HYP's) has a proved added value recognized by its participants and management teams of hosting companies. Tuesday October 22th, VDL ETG opened its doors. More then 60 HYP's participated.*



## **Surprised**

Mr Simon Bambach, CEO of VDL ETG, didn't hesitate a second when he was asked if he would agree on hosting the HYP program in 2013. He immediately connected the High Tech NL program manager to employees who are member of YVE, the Young Professionals of VDL ETG. Has Verouden and Frans Willem Goudsmit, who both follow an internal Management Development program, had a first meeting with High Tech NL, asked searching questions and invited Anniek van Gils and Hilde Botden to organize the program in detail. And so they did. Mrs Renny van der Lugt, office manager at High Tech NL, communicated the program to the HYP community and was surprised by the number of registrations. Over 70 Young Professionals showed their interest in getting to know VDL ETG.



*Young Professionals meet at VDL ETG*

## **The highest standards**

At this remarkable sunny afternoon over 60 Young Professionals showed up at the VDL

ETG plant in Acht in the Eindhoven area. After welcoming the guests Mr Guustaaf Savenije, CTO and Technical Director, introduced his company to the audience. VDL ETG is part of the VDL Group. Mr Wim van der Leege took over the management of VDL from his father at a very young age and developed the VDL to what it is nowadays; an industrial group of over 80 operating companies with plants in 19 countries. Completed with Nedcar, the VDL Group employs over 10.000 people. VDL is on the 13<sup>th</sup> place in the Dutch industrial landscape regarding to innovation expenses which amounts to € 62 mio. . At VDL ETG, more then



*Mr Guustaaf Savenije: "The key to success"*

120 people are directly working on research, development and innovation. This picture shows how the company has changed from a purely production company to a *design* and production company. As a supplier of complex precision components and complete modules, engineered together with costumers, VDL ETG stands for the highest standards in the world. Developing for and with customers is the key to success. Which made Mr. Savenije conclude that, if your ambition is to have a career abroad, you could consider to join VDL!

He himself, just returned from two years of working in San Diego.....

### **Dealing with challenges**

To prove what Mr Savenije had presented, Anniek and Hilde had prepared six engineers to show the guests around in the design and production facilities. The total turn around process which VDL ETG is going through shows clearly. Physically by the housing, which exists for nearly 50 year. Meeting well skilled employees at a vocational level is like meeting real artists. It will not be easy to replace them after retiring. They work hand in hand with bachelors and masters of engineering who design new components and modules, prototypes and small series of products ready for assembly under ultraclean conditions. The VDL management does not wait for personal shortage problems to occur. A complete vocational training facility is available to train young people and prepare them for an interesting job at VDL ETG. Young promising engineers feel at home at this company which shows by their enthusiasm about their function, products and colleagues. They simply don't run away for challenges, together they find a way to deal with them!



*Working in teams*

### **The new work design**

That was exactly what Anniek and Hilde intended when they asked the guests to comment on statements concerning "the new work design". The change VDL ETG is going through includes the renovation of the existing research and production facilities as well as the offices. Individuals were asked to react on the statements: "Flexible work schedules have a negative effect on the output of a company". "The new generation does not need an assigned desk. Your backpack can be your office". And "Blurred lines between work and private life will put extra pressure on employees". It is hardly possible to summarize

the reactions individual participants gave on these most interesting issues. However, emphasize has been given to mutual commitment, pointing out responsible and available people on site at every moment and taking your own responsibility according to output, contribution to the team processes and stress avoidance. The discussion at least gave me the impression that young professionals can organize their own work and define roles in team processes.

### **Total make over**

Anniek and Hilde asked the guests to work in small groups on the question. "If you were to design your ideal work environment what could it be like?" Six teams worked out their ideas. And they pointed out six team members to present their results. Yes, they all strongly focussed on the work of engineers in projects. And yes, they translated the ideas of the first assignment to complete this question. And yes, VDL ETG has collected quite some ideas to prepare the total make over of the facilities!

### **Right to exist**

That is what Mr. Simon Bambach concluded when he thanked in his speech the HYP's to visit VDL ETG. "We are a company which has changed a lot over the years. And we won't run away for new challenges. The most important thing however is that we, at any moment, add clear value to the business of our costumers. This is our right to exist. And yes, we will be proud to present our new facilities in 2015. Exactly 50 years after the existing facilities were opened".



*Mr Simon Bambach: "Adding value!"*

### **Sign in!**

We, the program managers of High Tech NL, once again like to thank the people of VDL ETG for preparing this interesting program. Would you like to be part of the HYP

community and participate to next years company visits? Just sign in at the website of High Tech NL. [www.hightech.nl](http://www.hightech.nl). Be our guest!

Jos van Erp  
Program Director High Tech NL



## Impressions



*Hilde Botden: well prepared*



*Showing around in groups*



*Working in groups*



*Working in groups as well*



*Left alone?*



*A fine couple. Didn't we meet before?*