

verbinder

Issue 59

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verbinder

The magazine of the binder group

SAP S/4 Hana

News

New

supplier portal

Organisation

binder galvanic

Selective coating

Time for change

Dear reader,

Our sector is feeling the pain. The German economy is in serious trouble, and binder is also affected by the overall economic situation in Germany. Our order intake is modest and our turnover is below our expectations.

There are several questions we have to ask ourselves: How will binder develop in the future? The challenges facing us include issues such as digitalisation, artificial intelligence, our attractiveness as an employer and globalisation. How can we prepare for the future, meet the demands of the market and handle the competition?

We need to change and to create new dynamism. We need to change direction and take advantage of fresh, new talent.

I have therefore decided that my son Len will join the company as Executive Assistant as of 20 March 2024 in preparation for his role as future CEO of the binder group.

In this issue of verbinder, we introduce you to the S/4HANA software solution, provide an update on the international sales strategy and present some striking impressions of our November trade fairs.

Happy reading!

Kind regards,



Markus Binder

CEO of the binder Group



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Next-Level ERP

SAP S/4HANA roll-out for binder group

Businesses are constantly having to come to grips with technology changes and innovation and today's increasing intertwining of products, processes and infrastructures, all in real time, is leading to wide-reaching changes within industrial production. The switchover from SAP ECC to SAP S/4HANA is more than just a technical project. This digital transformation is an important step for companies who want to assert themselves in a constantly changing world of business, to secure their future and to ensure their continued competitiveness. The migration towards SAP S/4HANA is key to achieving this goal.

Text Moritz Trippel, Daniel Pfeil

S/4HANA refers to the fourth generation of the SAP Business Suite. S/4HANA stands for 'SAP Business Suite 4 SAP HANA' and is an integrated enterprise resource planning (ERP) software solution. Unlike earlier versions which were based on conventional databases, S/4HANA uses the HANA in-memory database technology. This technology makes it possible to process large quantities of data in real time, meaning faster data analysis and improved business processes.

The S/4HANA core lays the long-term foundations for the integration of additional companies of the binder group

Offering a modern platform for innovation, the introduction of SAP S/4HANA is a momentous step for binder's future viability. Businesses can optimise their processes and tap into new potential with functions such as the new SAP Fiori user interface, machine learning and the Internet of Things (IoT).

The ability to respond quickly to changing market conditions is crucial for a business's long-term success.

The warehouse management system for the logistics centre at the Neckarsulm site was already constructed based on the forward-looking S/4HANA platform back in 2020. The switch from SAP Business Warehouse (BW) to the independent, newly developed SAP BW/4HANA data-warehouse application in 2022 also ▶





reflects binder's strategy and focus on staying up to date with the latest technology.

Switch-over planned for end of 2024

The next step will take place at the end of 2024 when the entire binder group will switch its ERP system to S/4HANA. The Bluefield approach will be used to do so, allowing binder to optimise established processes as it sees fit. Historical data will

be retained, while data that is no longer relevant will be removed from the old system and archived.

The project at binder has a planned duration of approx. 18 months. In the last months of the project, binder will work with key users from the different departments and the K-PO division to create a business and migration blueprint. This will then form the basis for the future system and contain

information on the data and processes to be carried over, as well as any changes. All binder-specific applications and add-on solutions have also been analysed and adapted for future use under S/4HANA.

Evolved structures

This has also provided an opportunity to clean up a variety of applications based on the structures that have evolved from over 20 years of SAP use at binder.

The first test migration (TM0) to the new S/4HANA system in March 2024 was an important milestone that was achieved in full in terms of both time and content. Consultant tests will now be carried out by All for One and the K-PO division up until the end of April in order to identify and rectify any migration and configuration errors.

Extensive testing before final migration

In the coming months, system validation will continue with further test migrations. Following the next test migration (TM1) at the end of April, key users will be asked to test and approve the pre-defined processes and applications for their respective departments. Final system acceptance will be granted by key users in autumn of this year as part of the go-live simulation. One more test migration (TM2) will take place in the summer prior to this.

The introduction of SAP S/4HANA is a strategic step that goes far beyond just IT; it will impact the entire organisation, laying the cornerstone for a successful future. ■

About the authors



Moritz Trippel has been with binder since April 2023 and is a Business Process Expert for SAP (K-PO). **Daniel Pfeil** has been working at binder since April 2016 and is Head of Processes and Organisation (K-PO).



A really cool bunch

The binder group put its corporate strategy to the test and brought together a diverse group of participants for its strategy process – employees, managers, long-time staff, new arrivals, extroverts and introverts.

Text Johannes Gaus

The pandemic, energy costs, political world affairs, war, material availability and volatility – the last few years have caused quite a stir. The simultaneous occurrence and combination of all of these circumstances has presented enormous challenges.

Whether it opts for a VUCA, BANI, RUPT or TUNA corporate

strategy model, a business has to adapt. What has been good so far might not work tomorrow. The willingness to rethink is crucial.

Strategy update 2024

Markus Binder and the management team rapidly decided that the binder group would move away from its

previously established strategy and come up with a strategy update ahead of time, once again supported, as tried and tested, by Dr Alexander Artmann and Gregor Augustin from the strategy team.

At the start of the year, employees and managers shed plenty of light on the situation over the course of several day-

long workshops. The market situation for connectors was analysed, performance in comparison to competitors was discussed and trends were identified. The discussion on the business' core competencies, strengths and weaknesses showed that it is, in a nutshell, very well positioned. However, certain areas requiring further development and adjustment were identified.

At the end of the SWOT workshop (Strengths, Weaknesses, Opportunity, Threats), attended by almost 40 people, a visibly

excited Dr Artmann summarised: "What a cool bunch. All super motivated, constructive and disciplined." The team soon returned the compliment – feedback cards often read: "That was fun. Thank you!"

The management team looked at the results of the workshop and discussed the themes intensively as they explored options and worked out the strategic direction. The end result is the binder group's further developed strategic target vision for the coming years.

Strategic target

As a top priority, the binder group will work on cleaning up its product portfolio. In industry jargon, we are talking about 'best-sellers' and 'worst-sellers'. It has now become very expensive and it requires lots of resources to retain products that are only sporadically in demand. Against the backdrop of the aspects mentioned at the start, this will be a top priority and will ultimately benefit the 'best-seller' products and new developments. To achieve this, binder will ►



be supported by a modern product mining tool that was recently introduced.

binder will work with even more focus to establish innovative new binder circular connectors on the market. Proximity to the customer is extremely important here. Further developments are becoming more and more in demand and the widely expanded technological competencies of the binder group are important for these. Three examples of further developments include: the development and equipping of electronics, zinc die casting and selective surface finishing. In-house automation expertise will open up new possibilities.

The binder group is a globally active company with a presence around the world. The group's production network and supply chains will be further developed to ensure greater flexibility and efficiency.

Putting strategy into practice

Based on the group's strategic focuses (which have only been touched on here), the management team has prioritised specific areas of action. These will serve as guidelines for the different departments

and roles. Strategic projects that have been newly launched will support the realisation of the group's goals. The words COURAGE and PASSION will be even more significant in the future as the binder team moves forward strongly from this strategy update.

Len Binder – one of the sons of binder group managing partner Markus Binder – played an active part in this strategy update for the first time, much to the excitement of all managers and team members involved.

Strategy experience – proven once again. ■

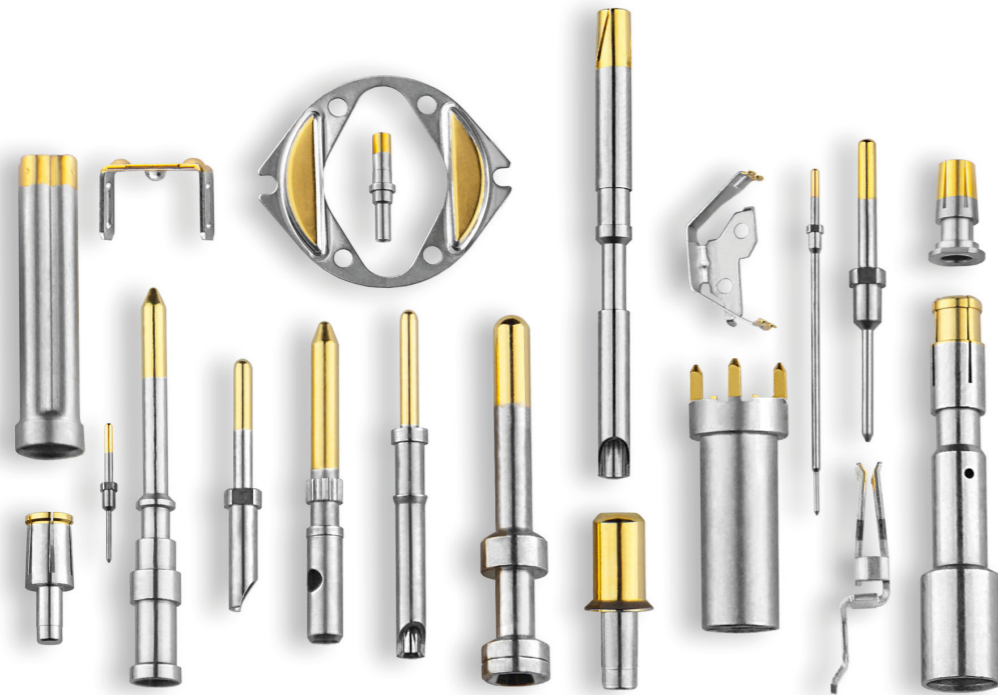
About the author



Johannes Gaus has worked at binder since 2004 and has been Head of Strategic Projects (GL- SP) since his return in 2018.

PROUD OF

That little things can make the difference. Have the courage to make decisions and just make them.



Gold in the right place – Contact socket & contact pin with a selective finish.

binder galvanic surfaces uses gold where it's needed

binder galvanic surfaces from Pforzheim has optimised its systems for the selective refinement of contact pins and sockets in bulk material. Following targeted investments in the automation of further process steps, the systems are faster and the quality and reliability of the processes are higher.

Text Theodoros Ioannidis

Gold is mainly used in technical applications – both in the electrical connector industry and in other sectors that manufacture or require precision parts such as contact pins and contact sockets.

Compared to a full coating, gold in the right place enables a high savings potential. Many well-known customers from the connector industry recognise this advantage and benefit from the process.

Why gold?

In an age of advancing digitalisation and automation, a gold coating guarantees secure protection against corrosion in the face of various environmental influences, such as light, humidity, acids, alkalis and oil, ensuring the reliable transfer of electric signals and currents.

Gold used in such technical applications comes exclusively from certified recycling processes.

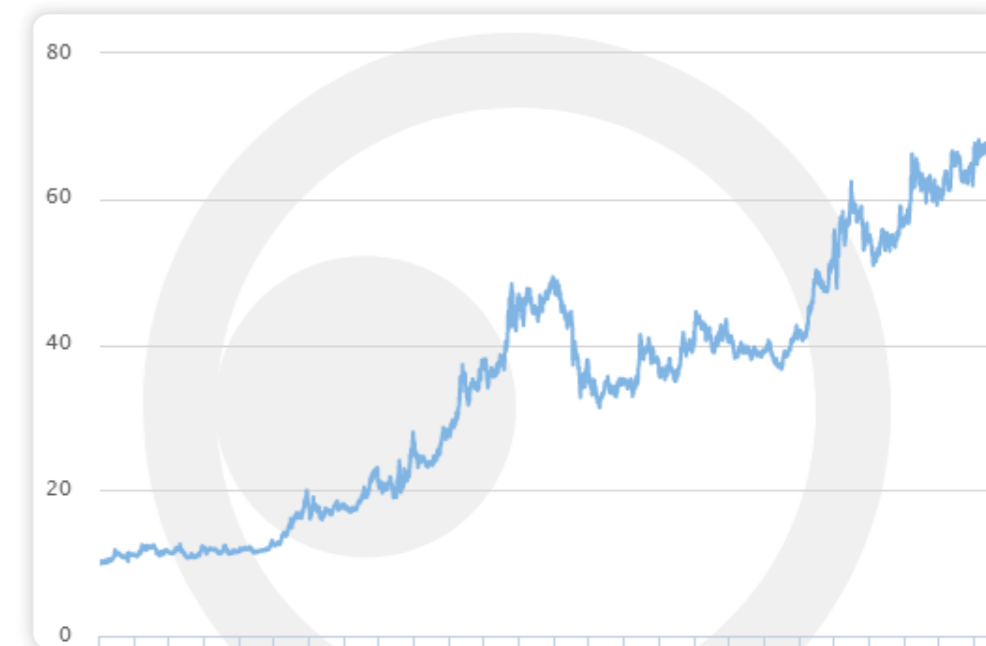
Selective finishing is top

Various factors such as economic conditions, geopolitical events, speculation and uncertainty on the financial markets have caused the price of gold to rise enormously in recent decades. This trend is set to

continue and is not expected to calm down in the long term.

That is what makes selective coating such an interesting alternative to gold – a metal that currently has no substitute.

Here's how the price of gold has evolved over the last 25 years (in euros):



Gold price development over the last 25 years in euros, Credits: agosi.de.

Functions of selective coating of electrical contacts

Depending on the requirements, binder galvanic surfaces selectively coats either one or both sides with gold or with gold on the plug side and tin on the crimp side.

In addition to saving gold, our process guarantees the same function as standard all-over gold plating. Depending on ▶

PRODUCTION AND LOGISTICS

the layer thickness specification, the potential for precious metal savings is disproportionately high while maintaining the same quality and functionality.

Important steps in the future

The targeted development of selective coating through binder galvanic surfaces' own plant manufacturing will give

rise to further variants and possible component dimensions for the selective coating of bulk goods.

The company is therefore pursuing targeted investment in forward-looking selective surfacing technology, offering its customers innovative, cost-effective and resource-efficient solutions. ■

About the author



Theodoros Ioannidis has been working as Key Account Manager at binder galvanic surfaces since February 2023.



Savings potential with the same function.

PROUD OF

To be part of the family business and contribute to its success.



Efficient maintenance management at binder with SAP EAM

Here in binder's production machinery department, we have decided to introduce SAP Enterprise Asset Management (SAP EAM) to optimise our maintenance processes in the long term. We have taken this strategic decision with a view not only to improving system management, but also to increasing overall performance and reducing operating costs.

Text Marcel Sandrisser

At an earlier stage, we performed a detailed assessment of our more than 500 machines and devices across Plants 2 and 3 in an extensive Excel list. The search for a suitable system management solution led us to SAP EAM. Although we already had a licence for this module, we hardly used it before. We were now motivated by the circumstances to implement SAP EAM as a comprehensive solution.

SAP EAM offers a holistic approach for optimising all aspects of system management. From planning to maintenance and monitoring of the entire system life cycle, the platform allows us to inspect our systems with precision and provides maximum transparency. This decision was necessary as we stood at the precipice of a variety of upcoming challenges, including unplanned downtimes, inefficient maintenance processes and limited transparency with regard to the processes used.

The implementation of SAP EAM required close collaboration with the K-PO division and an experienced SAP consultant. We received extensive training to ensure the go-live went smoothly. The go-live for Plant 2 took place in June 2023; a roll-out at all plants at

our Neckarsulm headquarters is planned.

Improvement through transparency

Before SAP EAM, repairs and servicing were not mapped and tracked in a consistently structured way and there was a lack of transparency. Employees in the production and service departments each kept separate lists with faults and/or corrective actions, unaware of each other's lists. The introduction of EAM provided the necessary transparency and ensured seamless mapping of any servicing carried out. Fault reports from production are now made directly in SAP. This contributes significantly to the continuous improvement process (CIP).

Another SAP EAM innovation is the possibility to attach important documents, such as test logs and measurement logs, directly to the equipment (the machine). This creates a digital machine file that combines all the relevant information and makes it easy to access.

One important aspect of added value for SAP EAM is the ability to generate evaluable maintenance costs. This level of transparency helps us to make educated decisions

when it comes to investment and upgrades. With sections of production marked as 'functional locations' and machines and devices marked as 'equipment', the hierarchical structure in SAP EAM has a clear layout and makes it easier to perform targeted analyses and evaluations.

Equipped for the challenges of the future

Planned maintenance work is determined using maintenance intervals and plans. SAP EAM allows users to automatically generate orders, guaranteeing efficient implementation. This automated process reduces the need for manual input and minimises the risk of any negligence during maintenance work. By customising and adapting transactions, K-PO was also able to make SAP EAM even more user-friendly.

Overall, the introduction of SAP EAM puts us in the perfect position to tackle the challenges of the future. The expected benefits in relation to efficiency, cost reduction and system availability will not only strengthen our competitive edge, ▶

they will also lay the foundation for future growth. Our experiences and successes offer valuable knowledge for further roll-outs. The future outlook promises both increased performance and a long-term improvement to how we carry out servicing work, as well as a digital document management system for an effective overall strategy and a basis for a more educated decision-making when it comes to investment and upgrades. ■

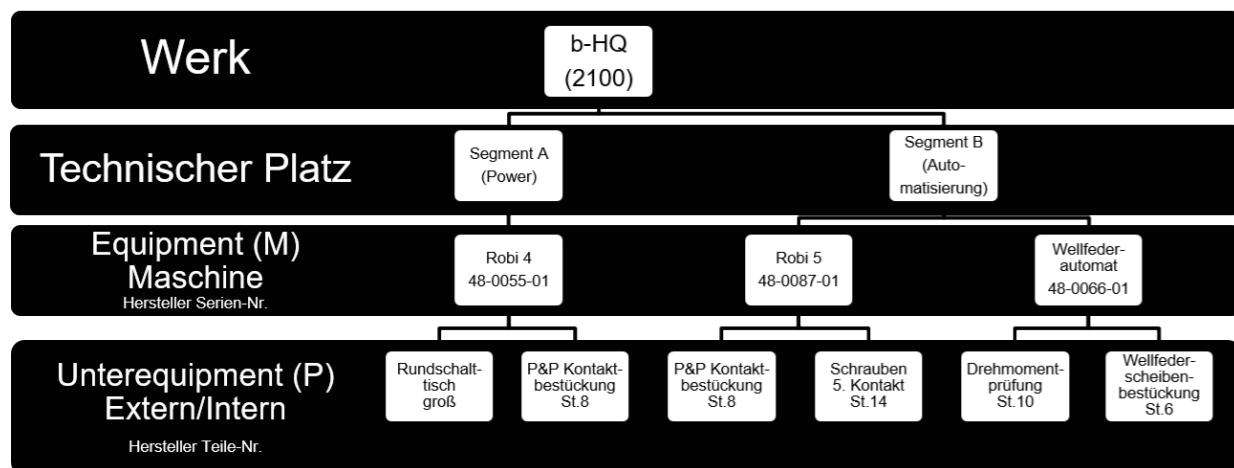
About the authors



Marcel Sandrisser has been working at binder since September 2005 and is the team leader responsible for equipment and sample organization. **Manuel Noller** has been working at binder since March 2016 and is the team spokesperson responsible for Service & Preventive Maintenance.

PROUD OF

To be given the opportunity to change things and contribute to further development.



Structure of SAP Enterprise Asset Management (SAP EAM) at binder.



Protective caps, now available for the NCC male cable connectors, achieve a protection degree of IP67 when unmated.

IP67 even when unmated

If a connection has to be released during use, such as for inspection or maintenance, this reduces the environmental protection for the period of work. Protective caps for binder's 670- and 770-series cable connectors reliably protect the components against any ingress of dust and liquids when unmated. The requirements of protection degree IP67 are thereby met.

Text Editorial

binder, a leading supplier of industrial circular connectors, is adding protective caps for the cable connectors to its NCC (Not Connected Closed) 670- and 770-series portfolio. Their task is to prevent the ingress of particles and humidity when the interface is disconnected. The protective caps are equipped with holding straps that can be easily attached to the cable connectors.

The 670- and 770-series connectors are used in handheld devices, for example. If an application requires the cable connector to be detached from the device, without a protective cap, it is exposed to the environmental influences at the place of use. The cap ensures environmental protection according to IP67 – against dust and temporary immersion – even when the connector is unmated.

NCC – flexible and space-saving

With the 670 and 770 series, binder offers compact and highly versatile 5-pin and 8-pin connectors featuring bayonet locking. They are designed for demanding environmental conditions that require the interface to be protected according to IP67. Typical applications can be found in test

equipment, metrology and lighting as well as in signage and other devices that need to be washable.

The NCC series are characterized by a special design feature: Spring-loaded plastic covers protect the female panel mount parts and ensure the contacts are safely enclosed in the housing. Thus, even when unmated, the panel mount parts are protected against contact, dust, and splash water from all sides (670 series: IP54) or in addition against temporary immersion in water (770 series: IP67). Now, due to the protective caps, also the male cable connectors achieve IP67 when unmated.

Application in water level monitoring

When monitoring the water levels in wells, level sensors are used together with communication modules that send the measurement results to a central data hub. The interface between sensor and module is implemented using an NCC connector. This eliminates the need to manually measure the water level, and the data from many wells can be monitored remotely from a control center. However, the modules require periodic cleaning and maintenance. The protective cap

then prevents the NCC cable connector from the ingress of water and dirt; it also keeps it safe during transportation and installation.

In addition to the filling level, state-of-the-art sensors can also measure the water quality. These devices usually work with a data logger box, and occasionally it is necessary to switch between the individual sensors. Here as well, it is important to protect the NCC cable connector from dirt and water so that a proper measurement result is achieved as soon as the connection is re-established. ■

TECHNOLOGY



The new overmolding design improves contamination resistance as well as operating safety.

Safe to use and contamination-proof

Metering and handheld operating devices in hygiene-critical application areas, such as in medical equipment, require designs optimized for safe handling as well as resistance to dirt. binder has therefore equipped its 709 and 719 snap-in series with a new overmolding that supports single-handed mating and unmating, but also improves resistance to contamination.

Text Editorial

TECHNOLOGY

binder, a leading supplier of industrial circular connectors, is offering its 709- and 719-series products with a new overmolding for the straight versions. The connectors featuring snap-in locking are characterized by high retention forces – measured against their size – but can still be quickly mated and unmated. These properties are beneficial in metrology and medical-device-technology applications, for example, which are subject to enhanced functional safety requirements.

Safety properties improved

Both in instrumentation and in medical technology, it is often important to protect devices and their interfaces against contamination from the environment, so binder engineers have developed a triangular overmolding design that features no gaps, grooves, or undercuts allowing dirt to accumulate. This significantly increases the applications' resistance to contamination. Furthermore, the straight product variants are very easy to handle thanks to the new type of overmolding, making one-handed mating and unmating safe and comfortable.

When developing the new overmolding, the product designers at binder succeeded



The kink protection ensures that the strands do not break under mechanical stress when the cable kinks.

in maintaining the properties at the same high level as the previous version, despite the new design without special kink protection. The kink protection ensures that the strands do not break under mechanical stress – when the cable kinks. This was proven in advance by means of bending tests.

Product series at a glance

The 709 and 719 snap-in series offer users the benefits of a fast and secure locking system with high retention forces. The products are available as male and female cable connectors with or without strain relief. The 3- to 5-pole series have been

designed for wire gauges up to 0.25 mm² (up to AWG 24) and soldering or dip soldering termination. The IP40-protected products achieve a mechanical lifespan of 100 and more mating cycles. ■



A supplier portal optimises and digitalises collaboration between suppliers and purchasing organisations.

New supplier portal purchasing at binder is now even more convenient online

In today's ever-faster business world, a modern, successful purchasing organisation needs smart and efficient processes. That is why, at the start of 2023, binder successfully established its new process manager position. The continuous development of the purchasing process using digitalisation and automation is fundamental – for both projects and the purchasing targets of the binder headquarters.

Text Thomas Papenfuß

What's new?

At the start of 2024, together with the marketing department, binder launched a supplier portal on its website www.binder-connector.de.

Why is this portal so important?

A supplier portal optimises and digitalises collaboration between suppliers and purchasing organisations.

Where can you find purchasing?

The 'Einkauf' (Purchasing) area can be accessed using the drop-down menu under the 'Kontakt' (Contact) tab in the website header.

How do suppliers benefit?

To contact the purchasing department and apply to become a binder supplier, potential new suppliers can now click on 'Jetzt Kontakt aufnehmen' (Contact us) and send their service portfolio directly using the contact form.

Requirements for working with binder:

- ISO 9001, ISO 13485 and ISO 14001 certification

- Supplier competencies with regard to communication, quality, reliability and flexibility
- Trusting and reliable collaboration
- Expert support in optimising logistics costs through supply-chain management
- Supplier performance optimisation with regard to product quality and supplier reliability

binder also provides numerous documents for successful collaboration to download.

- General purchasing conditions
- Questionnaire for qualifying and approving new suppliers (incl. supplier self-disclosure, quality and environmental management questionnaire, code of conduct)
- Logistics guidelines
- Guidelines for supplier evaluation

binder will be evaluating how suppliers receive the new portal in the coming weeks and, if necessary, expanding it.

A big thank you to all involved in the successful implementation of the project. It is very gratifying for binder to be able

Purchasing in the digital age:

„Our customers requirements are constantly increasing and changing. Fast reactions, innovations, networked working environments and digital supply chains are becoming more important.“

Markus Binder,
CEO of the binder Group

to take another step on its digitalisation journey.

Purchasing in the digital age: customer requirements are constantly increasing. Fast reactions, innovation, interconnected working worlds and digital supply chains are becoming ever more important. ■

About the author



Thomas Papenfuß has been with binder since 1996 and head of the purchasing department since 2003.



The brand book is the guideline for the brand binder

binder brand book towards a global brand

The binder brand sets itself apart with its unique communication style, and the rebranding aims to successfully modernise its perception, positioning and image. In doing so, binder will remain true to its roots as it moves boldly forward to distinguish itself from others. The new brand book provides a guideline for brand communication.

Text Editorial

The brand is an important USP as it creates an identity and gives our products a face. A brand allows businesses to achieve high levels of recognition.

On the road to becoming a global brand

As a family business, binder is rooted in traditional values – but it wants to become a global brand.

Its presentation is emotive, polarising and progressive. The brand will allow binder to continue to grow into an unmistakable presence, continuously improving. Just be better!

Why the rebrand?

Maintaining a brand can be very challenging. Similar to products, brands have a life cycle that is affected by external factors such as changes in the

market. Rebranding, however, can help to grow the brand.

Here it's all about striking a balance between internationality and tradition, staying true to your roots yet remaining open to the world, ensuring an equal measure of authenticity and courage. Our communication structure is minimalistic, modern and clear.

The brand book provides support, orientation and defines

the framework within which you can move. With the aim of getting things moving, de-

veloping them further or driving them forward. Michael Jordan, the best basketball player,

said: „Some people want it to happen, some wish it would happen, others make it happen.

The most important aspects of the brand book:

■ Values



■ Vision

With a team of qualified and committed employees, combined with investment in innovative technologies for extraordinary products, binder has plans to become the market leader in the circular connector sector.

It is our clear goal to expand internationally, make bold decisions and become a global brand. As it does so, binder will continue to always act in a sustainable manner and will never forget its roots.

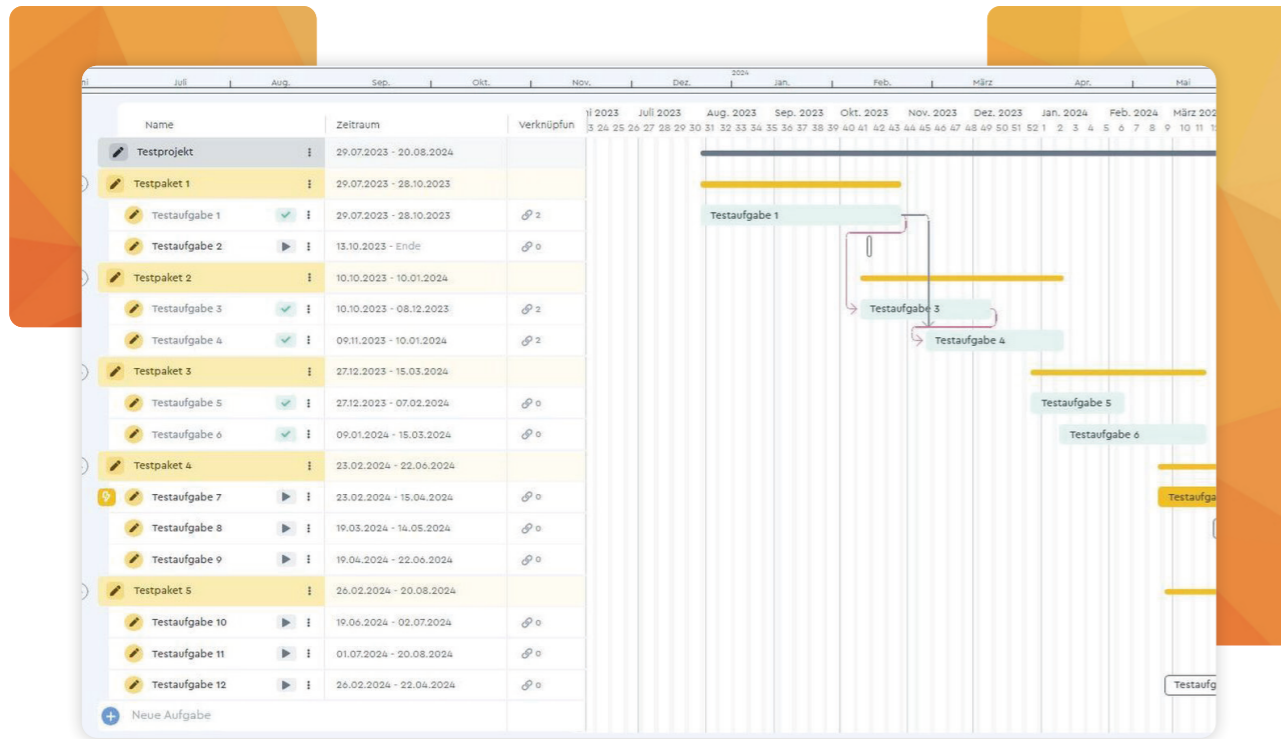
■ Mission

Satisfied customers are our mission. To ensure this, binder develops and offers the best customer-specific solutions for circular connectors in automation, industry and medicine.

■ Philosophy

At binder, it's not only about numbers, data and facts. It's much more about passion, commitment and staying true to our roots.

The following key terms have shaped the family business' philosophy and form binder's DNA. ■



Factro manages all project information in a cloud that participants can access from anywhere.

Roll-out of Factro project management tool at binder

Each new project involves clearly defined goals, finalised details and clarified processes and plans. What is needed is a central location to gather and manage all of this project information. A professional project report not only creates added value for the project team, it also makes life easier for everyone involved. It is an important basis for making decisions for all project activities and is absolutely essential for effective project and task management.

Text Walter Pakr

How can project management software make projects easier to implement?

In retrospect, a project without a uniform structure is often more costly and time-consuming than a well-led management system. Efficient project and task management encompasses processes, budgets, workload, capacities and resources, supports productive execution and ensures that projects are successfully completed. This provides project managers with a simple overview of the current status of ongoing projects while giving everyone

involved information on the status quo.

At binder, we have already been on the search for a suitable tool for several years, but we continued to use Excel in the meantime. This involved the project manager distributing and processing tasks by email – a very time-consuming endeavour. One project involved around 15,000 emails within three years.

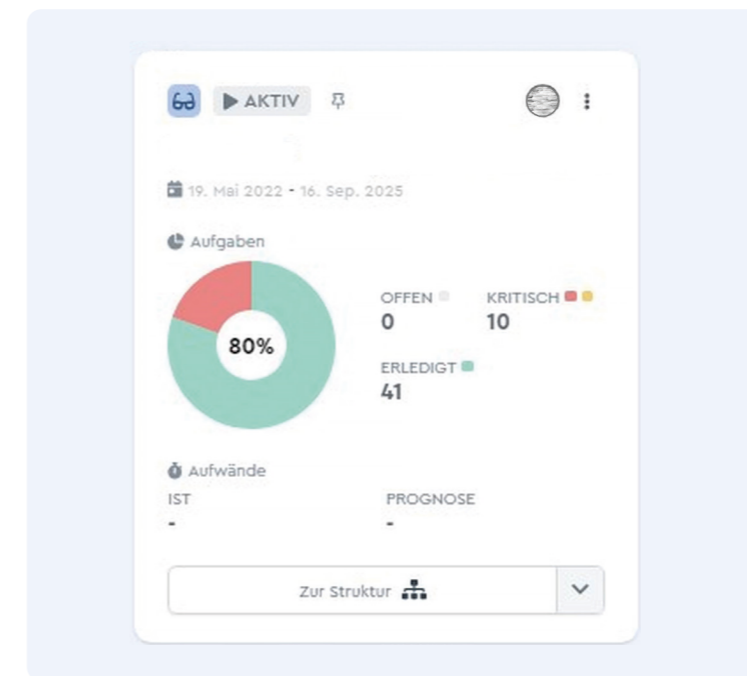
The specific order to search for and implement a suitable tool came from the management team at the start of 2019 as part of binder's further development and corporate

strategy. As part of the search it became clear that a joint project platform would be needed for product development and engineering projects – a platform that streamlines these projects, provides more transparency and makes collaboration with the organisation more agile, structured and productive. binder ultimately opted for the project management tool Factro.

Why Factro?

Factro manages all project information in a cloud, providing access to everyone involved from anywhere. The PM tool provides a central overview of all company projects, tasks and team members. Tasks can always be accessed and are always kept up to date using real-time recording. This improves collaboration and supports agile teamwork.

Following an extended test phase, Schuchert, a German management consultancy firm with over 25 years' experience and expertise ▶



in project and management consultancy, assessed Factro as suitable, including with regard to data protection.

Scenario clarification together with owner Mr Schuchert, Factro process owner Mr Pakr and IT representative Mr Hohenadel:

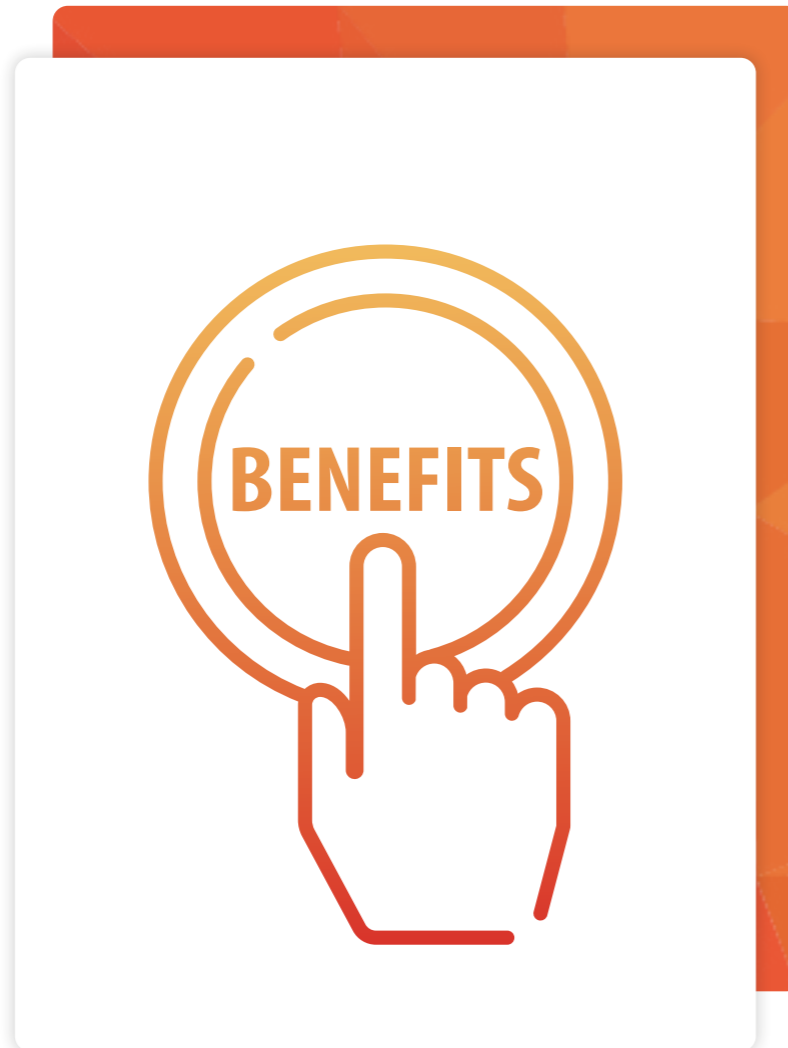
- Company headquartered in Germany
- Data server (triple backup, locations in Germany)
- Recovery in event of data loss (max. 24 h)
- Factro downtime (back online within 24 h)

Factro is currently in use for the following project types at binder:

- Customer projects
- IE projects
- Development projects
- Research projects
- Product management division organisation

With Factro, confusing and error-prone email task management is a thing of the past.

Responsible project managers can now view all general project information, such as expenditure, status and persons responsible, in the project overview. The pie chart clearly shows which tasks are



still open, which have been completed and which are critical in terms of deadline.

Project employees are no longer merely responsible for performing tasks; they now actively take part in planning, diagnostics and management. Productive collaboration is only possible when everyone knows their tasks,

responsibilities and scope of authority, and how far they are responsible for organising these themselves. In Factro, all of this information is clearly displayed and easy to distinguish.

Five clear advantages:

1. Increased transparency: You receive an overview of processes, costs and deadlines. The team is also always kept up to date thanks to a professional project and task management system.

2. Reduced project expenditure: Project management isn't just about good documentation; it sets the standard to which future projects can refer.

3. It is important to keep an eye on employee workload to avoid overlap and identify resource shortages. Factro provides an overview of all these factors and allows adjustments as required.

4. Factro facilitates continuous project planning by making it clear which phase a project is currently in and providing answers to questions on expenditure, budget and time planning.

5. Using written logs and the systematic collection, evaluation and consolidation of experiences, developments, notes, errors and risks arising from projects, Factro automatically creates documentation that can be used for follow-up projects.

Summary

A suitable tool is essential for effective project management.

A survey of all licensed users in March 2023 showed that Factro has been well received. Licences (number of users) are regularly expanded to

cover demand for Factro across the individual locations. Training courses are provided via Webex where needed. The process owner is Walter Pakr.

Factro at binder in figures:

- Currently > 500 projects
- Over 47,000 created tasks
- Licences: 100 users (94 active)
- Guest users (free): 111
- 33 teams registered

About the author



Walter Pakr, has been working at binder Austria since May 1997 and is a Project Manager. He has been Process Owner for Factro since September 2021.



The company building of the sales office in France.

Despite turbulence things keep moving forward

Almost no industry has come out the other side the recent economic difficulties unscathed, but we are thankful that we have some positive news to report. Despite some market challenges in 2023, we were able to overcome these to successfully expand our storage space and reorganise our stock, which has streamlined our work to make it more efficient and convenient.

Text Sylvain Bruno

Review 2023

After a very encouraging and optimistic start to 2023, the reality of the current economic

situation eventually caught up with us. The head start we gained during the first two quarters allowed us to cinch a slightly better outcome com-

pared to 2022. However, the final months of last year and the start of this year clearly confirm a big slowdown in our markets.

Some young blood on the team

Lucas Briand (19 years old) joined binder France in September 2023 as part of his commercial apprenticeship training studies. We're pleased that he will be joining us every other week over the next two years.

He's been given the exciting task of helping us find new customers by doing telephone prospecting, responding to requests, and reaching out to our customers who do not order regularly in order to rekindle relationships.

New storage space

At the end of 2023, we had the opportunity to double our storage space, which has more than met our current needs.

After some consideration, we made the decision to organise our stock into two areas: the cords on the ground floor and the connectors on the first floor.

For this, it was necessary to install a freight elevator between the two levels and double the amount of parcel preparation tables in order to increase efficiency and make things more convenient for our hard-working staff.

This new reorganisation was planned to coincide with our end-of-year inventory, which gave us a unique opportunity to take stock, not only of our tools and products but also of where we stand as a company.

We took advantage of this opportunity and the future implementation of ByD, which we plan to launch at the end of 2024, to install barcodes on each location. This practical upgrade will allow us to optimise our stock and better equip us to tackle the hurdles of the future.

In spite of the many challenges, we remain positive and optimistic as we do everything we can to move forward.

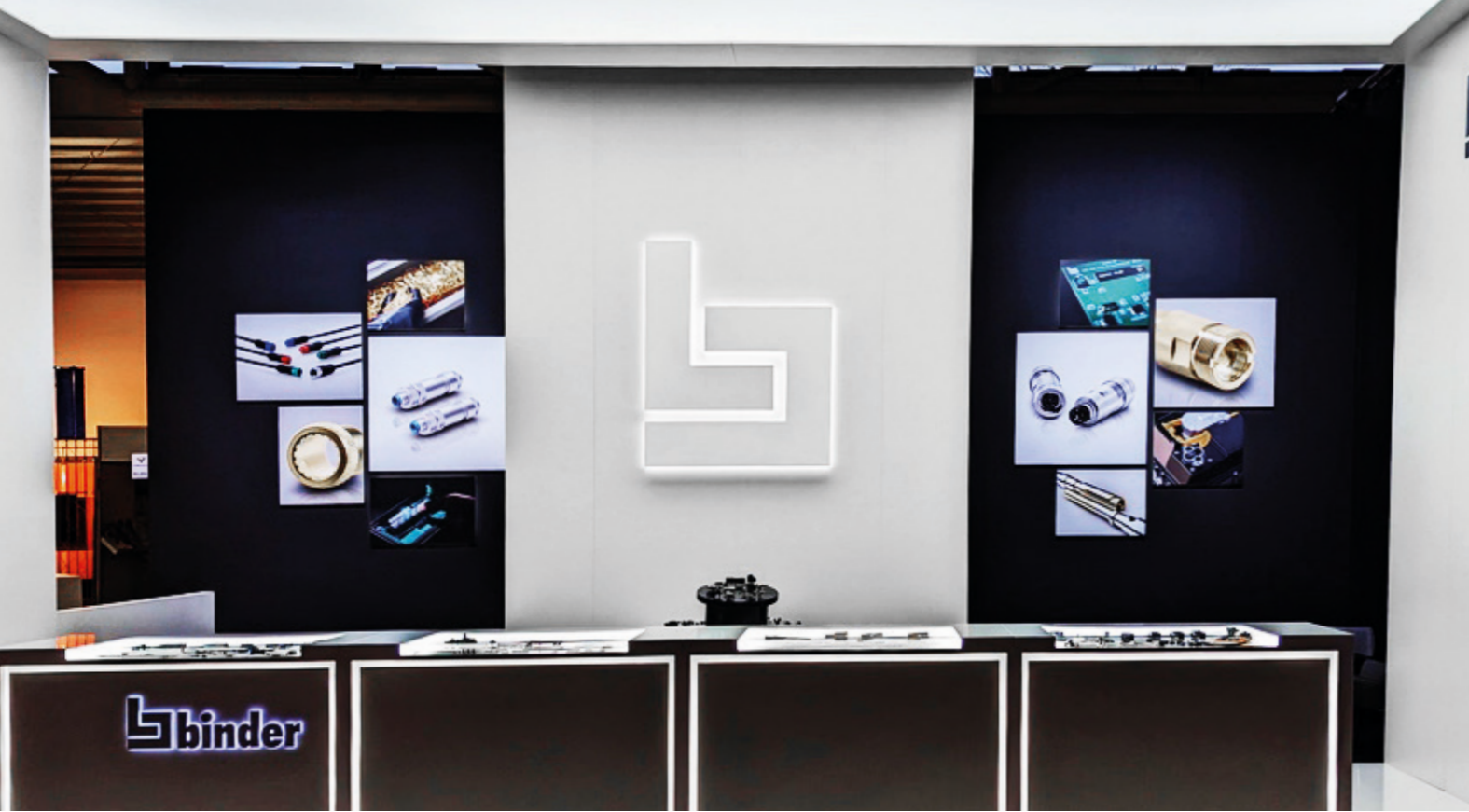
All Together. ■

About the author



Sylvain Bruno, with binder France since 2012, has been the company's Site Manager since 2021.





FAIR IMPRESSIONS

13. - 16. November 2023 | Compamed in Düsseldorf

14. - 16. November 2023 | SPS in Nuremberg

14. - 17. November 2023 | Productronica in Munich





f.l.t.r. Alfred Schraudolf, Kristina Bitz, Sina Mayer, Lisa Feuchtenbeiner, Ann-Kathrin Braun, Luisa Weik, Sigbert Vollert

Certified as an excellent training company

We're proud of our achievements! We have been a Dualis-certified company since June 2023. Our certificate was officially awarded to us by IHK Heilbronn-Franken on 21 September 2023. Our training, retraining and dual-study courses are notable for their focus on practice, dedicated training officers, attractive benefits, social and sustainable projects and promising career prospects when taken on. Our successful Dualis initial audit now provides formal confirmation of this.

Text Ann-Katrin Braun

What is Dualis certification?

2014 saw the launch of IHK Heilbronn-Franken's Dualis project, which gives member companies the chance to have the quality of their training reviewed, improved and then certified accordingly.

Dualis has brought about a certification system for excellent and/or above-average training quality that goes far beyond the minimum legal requirements in its criteria.

The certification aims to help promote the significance of training, make companies more attractive for potential apprentices and bring well-trained experts to the region. The project has also created and continues to expand on a network of certified companies to promote mutual exchange.

How does this certification work?

Certification comprises three phases:

1. A self-assessment of the company using a catalogue of criteria.

This catalogue contains 62 criteria across five phases of training: extraction, introduction, implementation, testing and acquisition. The self-assessment is based on a five-point scale.

2. Training-orientated consultation by the IHK.

Potential is identified through the self-assessment and IHK consultant guidance and suggested solutions for tapping into this potential are discussed.

3. Certification audit.

Three external auditors and an IHK consultant spend a day at the company and review whether the criteria for certification have been met or not in the form of an audit.

How did this day go?

Our management team representative, Mr Vollert, started by holding a company presentation. Ms Braun then briefly introduced the training the company provides and touched on the most important focus points.

This was then followed by a company tour. This included all relevant training divisions. Apprentices, training employees and training officers were asked about the training work they do at binder and compliance with the criteria from the Dualis catalogue was reviewed.

The debrief that followed included a staff development Q&A session for any unanswered or unclear points, which provided an opportunity to demonstrate the above-average training quality at binder.

After a final discussion among the auditor team, it was time to announce the final verdict: binder had passed the audit with flying colours and would receive Dualis certification. ▶

WE ARE BINDER

What do we want to achieve with this?

In recent years, the situation on the training market has changed drastically. The demographic shift and associated drop in the number of school-leavers is leading to decreasing number of applications and an ever-stronger applicant market. Job-hunters almost have their pick of employers and place a heavier emphasis on the conditions and quality of professional training and the prospects on offer.

Dualis certification is an important component in positioning us as an attractive training company and employer. It allows us to regularly review and improve our training programme, and have it assessed by a third party. By doing so, we are able to continuously develop, and we can also use the seal for marketing purposes. Since its registration with the German Patent and Trade Mark Office in March 2014, 'Dualis – Ausgezeichneter Ausbildungsbetrieb' (Dualis – excellent training company) has become a Germany-wide protected trademark that stands for high-quality training.

By obtaining this seal of approval, we increase our chances of finding quality applicants for open training spaces and covering our need for experts for the future.

What next?

binder is now one of 76 certified companies in the Heilbronn-Franken region, which helps it to stand out from the crowd as an excellent training company. But it should be noted that binder was already a provider of high-quality training before receiving this accreditation, thanks to our motivated employees and the support of management.

We'd like to take this opportunity to thank everyone who has passionately helped to drive forward the topic of training at binder, and through their unwavering commitment!

However, we don't want to rest on our laurels; we want to continue to grow to equip ourselves with top-class trained experts in the future. ■

About the author



Ann-Katrin Braun has been with the company since September 2016 and works as a team leader in Personnel Development (K-PE).

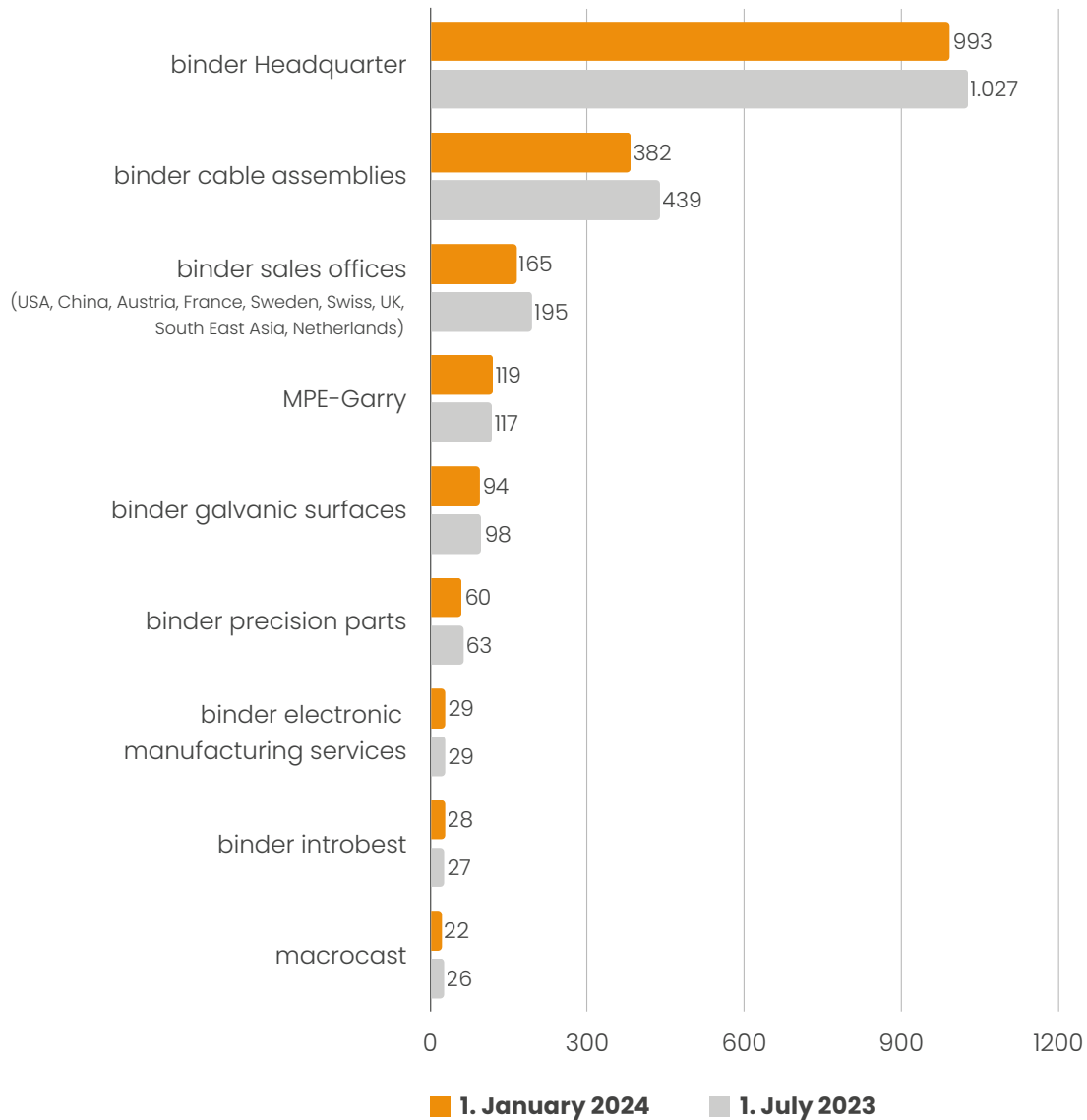


PROUD OF

“
That binder is a family business and will remain a family business.
”

binder in figures

Staff deployment within the binder group



As of **1. January 2024**, the binder group employed **1.892 members of staff**.
At **1. July 2023** – six months earlier – it employed **2.022 members of staff**.

verbinder

binder – a family business.
www.binder-connector.de