Leaders Forum 2008

«Attractiveness of job»
History

W&H - The world’s longest continuous manufacturer of dental hand pieces and one of the 3 market leader

1890 The precision engineers Weber and Hampel establish the company in Berlin
1944 Relocation of the factory to Buermoos, Salzburg
1958 On May 20, Peter Malata Sr. purchases W&H

Since then W&H is a family run business
Site 1, Bueroos

Site 2, Bueroos
Facts

W&H employees almost 1000 people all over the world.

Exports:
More than 95 % of the products – in more than 80 countries worldwide
Attractiveness of job
Features of an attractive job

- Interesting work
- Modern tools and equipment
- To be needed - to be of value
- Education Opportunities
- Personal Career
Features of an attractive job

- Interesting work

WA-99LT
Features of an attractive job

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Features of an attractive job

> Interesting work
> Modern tools and equipment
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> Education Opportunities
Education Opportunities

> Teambuilding
> Personality Development
> Communication Trainings
> Telephone Training
> English Courses, Mathematics
> Projects
> First Aid Courses
> On-the-job Safety Trainings
Features of an attractive job

> Interesting work
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> Education Opportunities
> Personal Career
Personal Career

Head of Division 1

Head of Division 3

Key Account Manager
Chance to become next W&H representative in the US

W&H Representative in the US

Development Department

Development Department
Why apprentices?

> Safeguarding industry's competitiveness and technology
> Transfer of special know-how of skilled workers over generations «not to reinvent the wheel»
> Company philosophy
> Company culture
> Code of conduct
Education Scheme

> Dual education:
  Industrial Clerk........3,0 years
  Others...................3,5 years
> Workshops for apprentices
> Contests (e.g. World Skills)
> Education by job rotation
> Defined responsibilities (C-tools)
> Biennial excursions
Recruiting

- School report
- W&H test for technical apprentices
- Interview with the parents
W&H philosophy of recruiting
10% of staff are apprentices

as from 01.09.2008: 58 apprentices 573 others
Impressions of an apprentice’s life at W&H …
project «Become Self-contained»

fire drill
high ropes course

with Mr. Buchinger - Minister of Social Affairs
Companionship
Thank your for your attention!