

PRISMA

The WILD Group magazine

Issue no. 1 • 2019



STAYING ON THE MOVE.

How agile HR development enables quick learning,
adapting and developing.

▼ WILD

▼ PHOTONIC

The ILO breath analyser becomes a worldwide sensation.

Medical technology researcher Dr. Stefan Preißer joins the Photonic team.

Lithoz and WILD develop tomorrow's intelligent 3D printing technology.



Andrea Gritsch

Head of Human Resources WILD Group

RETHINKING LEADERSHIP

Agile companies, or rather the people working there, not only manage to adapt to current developments but to turn them into opportunities. But how do you find such employees? How do you foster them? What must you offer them to make them fully contribute their skills? Companies that take agility seriously must address these topics, only to soon find out that agility requires a new understanding of leadership, new working structures and processes, and a new way of learning. The WILD Group lives and breathes all of the above. Internal and external networking enables us to use the full potential of our entire workforce toward developing new and competitive services and products. Employees are actively involved in strategy processes and the company cultivates a culture of trust that provides free room for independent work and decisions. This creates speed and space for creativity.

In further education and training, the scattershot approach has become a thing of the past. The introduction of a new HR software planned for this year will allow us to support our employees in their career planning. They receive inputs in lectures, training sessions, web seminars and practical stages which alternate iteratively. In addition, a continuous learning and improvement process guarantees that we grow with every new technology and project topic. The title story of this PRISMA issue explains why cross-generational cooperation also plays an important role in this.

Moreover, we will be presenting two exciting customer projects. WILD recently began production of ILO, the world's first cycle tracker that revolutionises natural family planning. Together with Lithoz, we are currently developing a 3D printing system for high-performance ceramics which attracted a lot of attention when it was showcased at the Formnext exhibition.

Yours Andrea Gritsch

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FAMILY PLANNING WITH BREATHE ILO.

▼WILD

WILD's know-how and usability experience has helped make Breathe ILO, the unique breath analyser that determines a woman's fertile days in a simple, quick and reliable way.

Measuring body temperature every morning or going through unpleasant blood and urine tests are part of the daily routine for many women wishing to conceive. Yet they can never be certain, since the results are subject to fluctuations due to influences such as sports or disease. This creates a situation that puts a significant strain on many couples. Carbomed has now developed Breathe ILO, a unique breath analyser aimed at changing this. It allows the user to determine her fertile days simply on the basis of her breath. The user has to breathe into the convenient mouthpiece for 60 seconds so that the analyser can measure CO₂ levels in her breath. Shortly afterwards, the result is shown in a corresponding app.

The WILD Group is a systems partner of Carbomed

Breathe ILO was developed in collaboration with the WILD Group. The latter contributed its know-how in product development, firmware and electronics design, managed the transition to serial production, and has been manufacturing the device since late 2018. "WILD is the ideal partner for us, since they combine both the necessary development and production expertise under one roof", explain Carbomed co-founders Dr. Horst Rüther and Prof. Ludwig Wildt. WILD's developers and manufacturing experts sat around the same table from the functional structure to the production-ready solution, allowing for a highly efficient communication.

Thanks to their precise analysis of the requirements, they managed to keep production costs as low and quality as high as possible. For instance, they chose not to install a built-in monitor, opting instead for a smartphone screen to display the results.

Safe and user-friendly

Contrary to conventional methods, Breathe ILO is not based on a forecast but precisely detects a woman's menstruation cycle. Thanks to this live tracking system, which continuously improves its precision through an AI-based learning algorithm, the device also works with irregular cycles, detecting five out of six fertile days on average. "As a result, we really stand out from the competition", explains Managing Director Evi Jesacher. Another compelling USP is the device's simple use. "Users can choose the time of the day they want to perform the test", Jesacher adds. In a next step, Carbomed plans to seek registration of Breathe ILO as a medical product. This would render the analyser also suitable for contraception.

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AGILE HR DEVELOPMENT.

▼ WILD ▼ PHOTONIC

In shaping the future world of work, human resources management must establish processes allowing for flexible behaviour while empowering employees to move within these new structures.

In taking quick decisions and adapting instead of relying on long planning cycles companies today must increasingly fly “in low visibility” if they want to keep pace with the growing complexity and volatility of the markets. Companies that want to remain flexible need a fit workforce. One thing that agile companies have come to realise is that continuous learning and dynamic adaptation can only become part of their corporate DNA if human resources development lays the right foundations.

Setting the right framework

In recent years, WILD has introduced a series of measures aimed at consistently improving the company's degree of flexibility. According to Andrea Gritsch, Head of Human Resources at the WILD Group, creating a fertile ground for this development means that communication

and collaboration must be given precedence over hierarchical roles or static job descriptions. Networked organisations thrive on openness and transversality between departments, as well as on an influx of external know-how. Therefore, the distribution of roles within WILD teams is flexible and project-related.

“The aim is to take into account the staff members’ individual strengths. One may have a lot of knowledge and experience in transition to serial production, another in product development. Where necessary, we resort to expert knowledge from our WIN partner network. Therefore, in total we draw from a pool of very diverse skills”, the HR manager explains. Team members are closely networked with each other and have sufficient room for manoeuvre. To allow for this, WILD nurtures a culture of speed meetings, enabling all



participants to meet quickly in the so-called “task force room” and take swift decisions. Digitalisation is put to the service of this development. “When staff members are more agile and more willing to engage in greater dialogue when cooperating across all departments, the information exchange must function accordingly. We have appointed a digitalisation officer who takes care of all these issues ‘from above’” Gritsch explains.

Not afraid of responsibility

Requirements in production have also undergone significant change. Activities with a high degree of standardisation and routine procedures are on the decline. Companies are asking their employees to quickly familiarise themselves with new work routines. “At the level of specialised personnel, it is important to quickly obtain people with the right qualifications for every new construction or assembly group. This requires, among other things, flexible work time accounts, suitable shift schedules, transparency and the ability to manage change”, Gritsch stresses.

“At the level of specialised personnel, it is important to quickly obtain people with the right qualifications for every new construction or assembly group.

says Andrea Gritsch

Initial and further training

At the same time, it is necessary to map where sufficient know-how is available in the company and where the “blind spots” are. How can you decide today, however, who should be on board tomorrow in order to remain competitive in the future? To find answers to these questions, WILD regularly screens its customers’ requirements and challenges in defined target markets. These are then compared to the available know-how. In case of discrepancies, the company determines across departments and sites whether know-how needs to be developed internally or be contributed by WIN partners. “It is essential to be able to resort to it quickly and reliably when the need arises”, stresses WILD Group CEO Wolfgang Warum.

Successful generation management

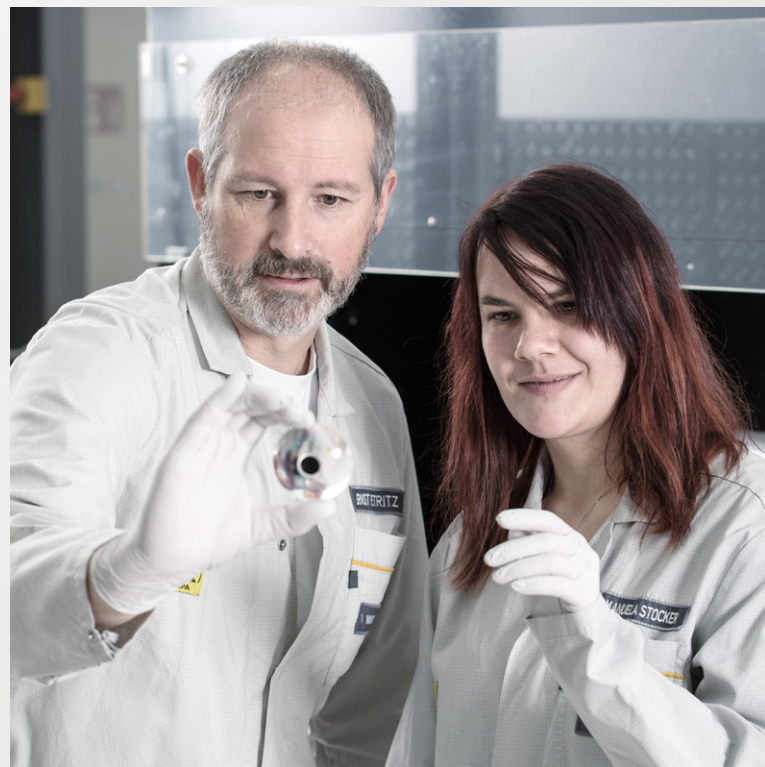
Another unique component of agile HR management is that staff members assume greater responsibility for their upskilling. Executives morph into learning companions, HR developers into consultants. Today, agile learning is part and parcel of the work routine and often happens digitally, individually and on demand. In

this context, experience transfer from one generation to the next is of essence. According to Alexandra Roth, the youngest project manager at WILD’s Völkermarkt site, this is done best in practice. “Although there are templates for this, the fastest way to learn is to try out things yourself and get support in the process”. This is why she works closely with Erwin Meritschnig. He is project manager in the Medical Technology division and has been working at WILD for almost 40 years. It’s a team constellation that benefits both sides. “Erwin has an incredible amount of experience. On the other hand, young people are often more unbiased in their thinking. They contribute new perspectives and ideas”, says Roth. Meritschnig, too, is convinced that “the greatest

learning success can be achieved through new projects and their challenges. One must be willing to accept the knowledge introduced into the company by the new generation and to

determine whether it can be integrated in the available product and process expertise.”

Cross-generational teams have already proven their worth in the assembly division. “Young employees benefit from the years of experience in the handling of optical components which we pass on to them. Older ones benefit from the skilful use of modern technologies by the young generation”, explains Group Manager Ernst Petritz, who has been at WILD for 35 years. His cooperation with assembly co-worker Manuela Stocker demonstrates the potential of this know-how tandem based on mutual support in day-to-day work.



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FOCUS ON DEVELOPMENT.

▼ PHOTONIC

Medical technology researcher Dr. Stefan PreiBer recently joined Photonic's development team and is now in charge of the dynamic field of optical technologies.

Light is a unique tool, and we are still far from exploiting its full potential. Thanks to their versatility, innovative light sources have become part and parcel of state-of-the-art devices, especially in medical technology. They are becoming increasingly complex, thus changing the requirements for developers and manufacturers like Photonic. "Light sources and modules are being increasingly integrated directly into customer systems. Accordingly, mechanical dimensions, cooling concepts or electronic interfaces must be seen as part of the entire system from the very start. Therefore, in the field of development in particular, we are currently intensifying cooperation with our customers, for whom we are increasingly becoming a consultant for technical problem solutions. They benefit from the close contact we maintain with major LED manufacturers, thus obtaining direct access to the latest innovations and first samples. Just as our Technology Roadmap and the expertise of our technology department, these benefits will feature even more prominently as part of our portfolio in the future", Photonics Managing Director Thomas Köbel emphasises.

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says Thomas Köbel

optics developers. This team puts particular emphasis on professional project management that coordinates internal and external resources. At the end of last year, Dr. Stefan PreiBer was taken on board to enable the team to react even more swiftly to customer requirements. He brings in several years of experience in physical measurement technology and biomedicine. In his new role as Optics Project Manager, his duties include the development of new lighting concepts based on customer specifications. Moreover, he is in charge of the selection and validation of suitable light sources and optical systems, and of technology scouting for new light sources for use in future lighting modules.

“Coming from medical technology research, I find it exciting to work in a company that doesn't just put ideas on paper. Photonic is working on very innovative projects of leading medical technology companies, which I will be able to further develop in the future.”

In addition to the comprehensive development work and the high level of customer loyalty, PreiBer appreciates another Photonic strength, namely its tight integration in the WILD Group. "The Group's production know-how is pivotal for a quick and smooth implementation of development projects through to a product."

At Photonic, contract development is in the hands of a highly diversified team of designers and electronics and

THE NEXT GENERATION OF INTELLIGENT MANUFACTURING.

WILD

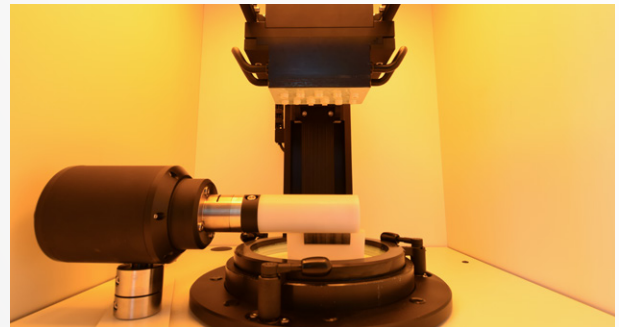
With the new "CeraFab S65 System" by Lithoz, expanding the limits of additive manufacturing and rendering processes even quicker and more efficiently is now within reach.

Today, 3D-printed high-performance ceramics open new opportunities for physicians which just a few years ago were confined to the realm of science fiction. For instance, implants with a macroporous structure allowing for the ingrowth of endogenous bone tissue and so-called scaffolds, which the body then independently breaks down after a certain time and replaces them with native tissue.

Lithoz, an Austrian company, is now taking this to the next level with a completely new concept of intelligent 3D technology with the "CeraFab S65 System" which will soon be manufacturing innovative ceramic parts for fields like medical technology, mechanical and electrical engineering, or aerospace, just to name a few. In addition to a central unit for manufacturing, the new device features a control module with redesigned software. Another new component is a database in which all materials, work steps and process parameters are stored.

The device's higher mechanical precision, in which WILD played a pivotal role, yields improved printing results. "The requirements set were very high, demanding a 10 µm evenness and parallelism of the fixing points in a frame 1.8 m high and a footprint of 0.6 m². At the same time, we managed to shorten the assembly time by 20 hours and reduce material costs by 20 percent," explains WILD project manager Markus Woschitz.

Moreover, the new product generation of the "CeraFab System" comes in a futuristic design.



The results of a specially commissioned market survey on, for instance, the current most popular design language had a determining impact on the ergonomics, usability and shape of the new device.

As a systems partner for Lithoz, WILD coordinated the interdisciplinary cooperation of specialists from the WIN network throughout the entire development process, including procurement. WILD recently manufactured the first prototypes of the new "CeraFab S65 System" and the exhibition model, which was displayed at Formnext for the first time and immediately attracted a huge amount of

attention. This new 3D printer generation is expected to hit the market in the second half of 2019.

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AWARD-WINNING LOGISTICS.

▼ WILD

WILD is one of only two companies in the whole of Austria to receive an award from the Federal Government for its excellent performance in the areas of supply chain and logistics.

Logistics is rightly considered the lifeblood of the economy and is increasingly becoming an essential success factor within businesses. The objective of the Austrian Logistics umbrella brand, founded last year by the Federal Ministry for Transport, Innovation and Technology, is to demonstrate that modern logistics goes far beyond the topic of goods transport. Therefore, it awards companies that successfully tread new paths with commitment and innovation. The WILD Group has been a pioneer and brand ambassador since the very beginning.

Supply Chain Design for the most agility

"Being a high-end company, outstanding technology is vital for us, but not sufficient in itself to succeed as a business. Supply chain management and logistics are indispensable complementary pillars", emphasises WILD Group CEO Dr.

Josef Hackl. What makes WILD stand out is the complete understanding of a successful supply chain design throughout the entire company group. "We adjust it on the basis of the customer's requirements already at an early stage of a project and identify any potential for improvements. Using proven processes, we then devise an approach that allows for maximum agility in terms of delivery and cost efficiency, while leaving sufficient room for technical improvements", Hackl explains.

In order to be able to react quickly to short-notice orders or order changes, WILD has also developed a unique control system spanning from customer to supplier. Moreover, several customers, all WILD sites and a significant share of purchased articles have been integrated in a modern vendor-managed inventory system.

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The WILD Group

The WILD Group comprises the WILD brands based in Völkmarkt, Wernberg (Austria) and Trnava (Slovakia), and the Vienna-based Photonic. We are your reliable partner on a path of continuous growth. We generate an annual group turnover of 91 million euros with a staff of 442 highly qualified workers and employees.