

Magazine for customers, employees and partners



Dear Readers,

The correct machines are absolutely vital to the manufacturing process. Even more important, however, are the people, with their craftsmanship and mental capabilities. They are the spirit of our company and decisive for its success. In order to find the right people for BBG even into the future, junior staff development plays a key role for us. That's why the topic of training takes centre stage in the current issue. Read what training's like at BBG ("Travelling educates") and what additional efforts we are making to improve it and expand our offer ("More training at BBG"). A good example for the great significance of skilled hands in our work is demonstrated in the report "Moulds in finishing".

Also in this issue: An important building block of personal development at BBG is the annual seminars for personal further development. "Corporate communication" was the focal topic of the seminar this year. There, seminar participants developed a suggestion on how systematic personal development helps us realise our corporate objectives ("Communication Seminar").

Enjoy your reading.

Yours,  
Hans Brandner



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## On visit: Travelling educates

Training on tour: It would be nice to bring a few trainees with him to interesting suppliers, planning engineer Michael Späth thought to himself. Because: "Sniffing the outside corporate air helps expand one's horizons." In September, the right opportunity arose: Together with the industrial and mould mechanics in their third and fourth year of instruction, he headed off to Senden to visit Lenser-Präzisionstechnik GmbH & Co. KG and ABC Tautenhahn GmbH. Manuel Weber, Tom Zech, Johannes Hoyer and Thomas Schuster were pretty astounded by the diverse programme. First by the "giant drilling machines" that Lenser uses to drill holes in steel up to 14 metres deep. At the company, mainly moulds are

used that are up to ten metres in length and weigh up to 50 tonnes, explained Michael Steinborn, Department Head of Mechanical Manufacture at Lenser. For BBG, Lenser is taking on drilling operations in contour elements of moulds. After having lunch together –



The drilling path is monitored with an ultrasonic testing apparatus, explains Michael Steinborn. Photo: BBG

according to a majority decision: American and fast – the training programme continued for the travellers with the contrast programme "Mini-components". Thomas Ölberger, Manager of Mouldmaking and Training at ABC Tautenhahn, guided the group through the company. ABC Tautenhahn GmbH manufactures moulds for producing delicate, complex and high-precision small parts for the automotive, aeronautical and aerospace industry, while supplying mostly slides and inserts to BBG. The components are mainly distinguished by very fine structures and complicated contours; they seldom weigh more than 250 grammes. The conclusion of Michael Späth and "his" four trainees: More, please!

## BBG continues to grow: New employees

A total of four new colleagues have joined the BBG team since the last issue – high time for a round of introductions. BBG idea extends a warm welcome to all newcomers!

**Ingo Schroth** is a large and small-scale automotive expert: As a pastime, he constructs remote-controlled models, while on the job he demonstrates his comprehensive experience in injection moulding of automotive parts. The 42-year-old father of four studied to become a plastic injection moulding mouldmaker in Kaufbeuren. In the following years, he furthered his education as a CNC specialist worker and mechanical engineering technician, working at various companies in Southern Germany and Switzerland. Since the beginning of October, he has been a Sales and Project Manager at BBG. He spends the time he has left over after family and work on his hobbies: motorcycling, diving and snowboarding.

**Christina Hartung and Maximilian Rödiger** started at BBG at the beginning of the new training year, on 1 September Christina Hartung is 19 years old and is studying to become an industrial clerk. In her free time, she's a real sport enthusiast. She does horseback riding and has been

active in the guard of the Carnival Association of Mindelau for two years. In addition, she writes football reports for the Mindelheimer Zeitung. Perhaps at some point she will report on Maximilian Rödiger, who started his professional training at the same time as her and is studying to become a mould mechanic: Maximilian Rödiger plays in the defensive midfield for the 18-19-year-old team of TSV Kirchheim. There he is also active in the fishing association. He gained special respect and recognition in the communication seminar, where he eagerly helped present the results of his work group.

**Sebastian Barton** has been contracted as a student trainee at BBG since 1 October. The 21-year-old precision mechanic started studying mechanical engineering at the Munich University of Applied Sciences this winter semester. He has already helped with the assembly of mould carrier systems on several occasions, meaning that he's not unknown to the BBG staff. In order to spice up his higher education with a proper pinch of practice, he will get a taste of all corporate departments of BBG during the semester breaks, in order to learn as much as he can from his colleagues.



Ingo Schroth  
Photo: Rhode



Christina Hartung  
Photo: Rhode



Maximilian Rödiger  
Photo: BBG



Sebastian Barton  
Photo: Privat

## In conclusion: Moulds in finishing

Those who think that all important work procedures in mould and mould manufacture can be automated and carried out by machines or robots are wrong. At BBG, the finishing work using precision moulds for applying foam to or insert moulding car glass would be inconceivable without the people and their capabilities.

Skill, a good eye, a lot of experience and especially patience are the virtues that distinguish Peter Trexler and his two colleagues Hans Wurm and Michael Pongratz. In the final processing of the injection moulding and PUR encapsulation moulds – the so-called finishing – handiwork dominates. During the final work step, the three experts spend up to 300 hours polishing a serial mould made of steel before it's handed over to the customer. The time required is particularly dependent upon how complexly a mould is machined. Many corners mean more work; large surfaces less. The material has an effect on machining times as well. With prototype moulds made of aluminium, between 60 and 150 hours is enough, because the metal is easier to machine than steel, since it's softer.

### Dentists in overalls

The qualified model builders, also known internally as the "dentist team" due to their high-precision work, together have a grand total of over sixty years of professional experience



Peter Trexler (left) and Hans Wurm spot-grinding a mould.  
Photo: BBG

in finishing work. Trexler, 61, has a good quarter of a century behind him, the 49-year-old Wurm over two decades and his seven-year-younger colleague Pongratz also already has 16 years of experience. "When I work on a mould for three or four weeks, I'm my own boss", Wurm describes the advantage and responsibility of his task.



The delicate work requires intense concentration: Michael Pongratz conducting precision work.  
Photo: BBG

When the moulds come from the milling department into the finishing department, the first step is to deburr them. Then the surface is finished with up to 220-grain grindstones before undergoing fine processing. The main moulds in this are a pneumatic grinder and hand-held electric filing machine.

### Spot-grinding is concentrated work

After the upper and lower parts of the mould have been completely polished and all inserts and slides fit, the spot-grinding begins. The task serves to precisely adjust the positioning of the two halves to a hundredth of a millimetre. The blue test paint with which the upper mould half is coated is reminiscent of the same-coloured paper at the dentist's that patients bite down on to ensure the perfect fit of new crowns and inlays. If the paint leaves behind blue traces on the lower half of the mould at the right spots, the finish work is complete. If the client so desires, his mould is then sampled in the test centre, otherwise

it is handed over to the client for approval. "Spot-grinding is the work that requires the most concentration, which is why interruptions are especially troublesome in this phase", said Pongratz. He is occupied with the final delicate work for up to a week, where inserts such as glass windows and metal panels frequently have to be fitted in place.

### Secure jobs

Currently the order situation is so good that a fourth colleague from the milling department has to act as a stand-by, offering his assistance at peak times. As the three specialists see it, their jobs are secure even into the future. The increasingly fast change of models in the automotive industry assures them that they won't run out of work soon. On the other hand, they find it unfortunate how little interest is displayed by suitable trainees. Peter Trexler, who's already had a thought or two cross his mind about the time following his professional life, understands this. "Younger specialist workers often lack the patience for this work and the necessary instinctive feel." The experienced colleague will surely be glad to pass on his knowledge and abilities in the coming years.

## Company and Contact Info

### Publisher

BBG GmbH & Co. KG  
Heimenegger Weg 12  
87719 Mindelheim  
www.bbg-mbh.com  
idea@bbg-mbh.com  
Phone + 49 (0)8261 76 33 0

### Coordination

Martina Barton

### Editorial staff

F. Stephan Auch, auchkomm  
Unternehmenskommunikation

### Next issue

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## Under Discussion: Communication Seminar

"You can't not communicate", was one of the guiding principles of the scientist Paul Watzlawick, deceased in 2007. He wanted to emphasise that any behaviour between people is a form of communication. Of the many aspects that play a role in this area, the information flow and quality of comprehension among BBG employees took centre stage at the annual employee seminar, which took place in neighbouring Buchloe on the topic of "Communication". From



Teamwork

Photo: BBG

Thursday afternoon till Saturday, 13 participants, from trainees to corporate management, polished their communication behaviour and worked, among other things, on a suggestion as to how systematic personal development can contribute to achieving BBG's corporate objectives.

### "Chinese whispers"

The speaker Hans Jardin, well-known to regular seminar participants, inspired with his numerous practical exercises that vividly helped clarify problems and solutions for better communication and organised information transfer. Within the framework of a test, participants experienced up-close and personal that it's not enough to just orally relay information, a phenomenon

famously demonstrated in the game "Chinese whispers". In role plays, difficult communication situations in professional life were trained, for example, how to successfully hold conversations that have been arranged last minute on topics for which one hasn't had the chance to sufficiently prepare oneself. Those who so desired had the opportunity to put to the test and improve their body language skills, which was great fun for all the participants.

They agreed on Saturday that the seminar provided them with many practical aids for on the job and their private lives. Almost all of the participants considered a particular plus point of the seminar to be the evening get-togethers, which particularly helped colleagues better get to know each other even if they had little to do with each other day-to-day.

## In the future: More training at BBG

Systematic personal development, as it was discussed at the communication seminar, includes offering employees career chances within the company and preparing them for leadership positions. The basis for this is having a sufficient number of specialists that are able to surmount future tasks. The starting point of this whole development is professional training, which BBG would like to expand starting in 2012. The current ten trainee positions as electricians for automation technology, industrial and mould mechanics, industrial clerks and clerks for office communication are now being expanded to fourteen positions. Most of the contracts are signed and sealed.

In addition, BBG is intensifying the consultation of professional trainees and, for this purpose, is establishing a position for a metal training supervisor. After finishing his advanced training as an industrial foreman in



Johannes Böck Photo: Rhode

metal at the end of the coming year, Johannes Böck will assume this position and take on responsibility for technical training at BBG.

### Dual education and student trainees

In the coming year, for the first time, a trainee position as an industrial mechanic will be offered within the framework of a "Bachelor of Engineering" dual education programme in mechanical engineering. This combination of professional training at BBG and course of studies at the Kempten University of Applied Sciences takes four and a half years and offers committed secondary school graduates and higher education students the opportunity to fortify practical training with a broad theoretical foundation. BBG offers further possibilities

for a dual education programme with the "Bachelor of Engineering" in connection with training as a mould mechanic and electrician for automation technology.

Another possibility to gain new trainees is presented by the offer to students to work at the company during the semester breaks and the designated phases of on-job training during the course of studies, as well as concluding term and final papers as student trainees at BBG. The forerunner is Sebastian Barton, who has been a student trainee at BBG since October.



2011 trainees

Photo: BBG