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Teamtraining TT

Like its markets, TT/SEE (Sales Europe East) consists of people coming from various nations: Turkey, Russia, Ukraine, Kazakhstan, Moldavia, Germany and Slovakia. They are working at different locations: Wetzlar, Wernau and Manisa. Some are already working for years in the department and a few had started only weeks before. But nevertheless all of them are goal-oriented, eager to optimize team collaboration and to provide best possible work results for BOSCH THERMOTECHNIK.

To strengthen this cross-cultural variety, tighten the advantages and utilize motivation, head of TT/SEE Mr. Bulda worked out together with human resources (TT/HRD) a "TT/SEE-tailored" team training to reveal potential synergies and to use them respectively.

The special outdoor training has been arranged in Walldürn/Rippberg located in the forest Odenwald in the heart of Germany. Self-catering and shared rooms are part of the idea to strengthen communication and exchange information far away from business. An ideal place for sensitizing core competencies and values of the Bosch Group.

TT/SEE started on 14th September 2007 from different locations to Rippberg early in the morning. None of the group knew what will happen so they used the possibility of a short break on their way to think and discuss about the upcoming two days.

Arrived in Rippberg two professional "Forest Jump" trainers and TT/HRD associates welcomed the group in their specially equipped camp. After the short introduction round was finished TT/SEE set general rules for their two

days, such as informal addressing of all participants, no mobile phones and no one is forced to do anything against his/ her will. The trainers explained what is planned and targeted within the coming two days, the group discussed their single expectations, defined and agreed their targets and set off for the first exercise.

The first task was like a warm up exercise, but not as easy as it sounds. TT/SEE had to cross a big river only by using technologically high superior thermo plates produced in one of the BOSCH THERMOTECHNIK plants. The target was to cross the river without letting anyone behind and to cause as less costs as possible which could be caused by loosing a plate. Hand in hand as a team TT/SEE successfully finished this challenge in a given period of time with acceptable use of available budget.



More challenges followed during the day, showing that good planning with an open communication before, during and after a task with fair comments are key factors for common success. Team support and motivation encouraged for courageous decisions of single members and the efficient use of available resources. The training disclosed also special skills like leadership, analytical thinking and creativity to reach the target together; briefly speaking, real team spirit was the result of the day.

Different groups were chosen for the group self-supply within the two days including tidiness, BBQ preparations, laying the table and to that effect only supported by the shopping of food and beverage of TT/HRD. The team prepared the BBQ which took place on Friday evening. This gave the team again the possibility for having fun while talking about famous national habits, cultural similarities, private and business topics and other likes and dislikes. Some exercises during the second day were more difficult than the day before and needed a lot of concentration, self-discipline and overcoming. The team had to cope with partial successes and even failures now; the mood was rising and once in a while falling.

“Crossing the Swamp” was a difficult task like that. The team had to cross a swamp on ropes bound together on trees. Other ropes were available to have a grip on the trees, but unfrequently and in different lengths. Although TT/SEE crossed the swamp without letting anyone behind and showed an

excellent performance in the planning and execution, the team couldn't finish the task in the given period of time. Still, the motivation for success was unbreakable and other tasks with more success followed.

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In the early evening, the second day came to an end. A bond of support and sympathy had emerged in the TT/SEE group. The colleagues know now they can count on each other and will get best possible support from all of them, because the right exercises and solutions which had been elaborated together showed them how to work together as a team even under difficult circumstances. All in all, the team training was a success. The expectations at the beginning like improving communication and to know each other better are absolutely fulfilled. The training ended in the late afternoon and the participants left Rippberg, ready and motivated for the future challenges and tasks at BOSCH THERMOTECHNIK.



We have to say "Thank you" Forest Jump for a great experience and two wonderful days.

We will come back!

Yours sincerely

BBT Thermotechnik GmbH

