



# All Around

1949 - 2019



70 years of  
innovation

02.2019 The Employee Magazine of Franke

COVER STORY:

# Shoulder Views

Improving understanding and teamwork by hospitizing each others for a day.

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**In this issue:**

**Franke Digital:** Franke Messenger now in the stores

**Franke Global:** Our team travelling in China

**Franke 2020:** The current status of all measures

**New employees:** staff grows to 268 people

**Training:** Franke NEXT at the apprentice fair

# Plant 6

Final planning phase.

- Franke continues to develop on both sides of the street
- Production plants are organized by product lines
- Transport over the road is no longer necessary
- Transport over several floors is no longer necessary

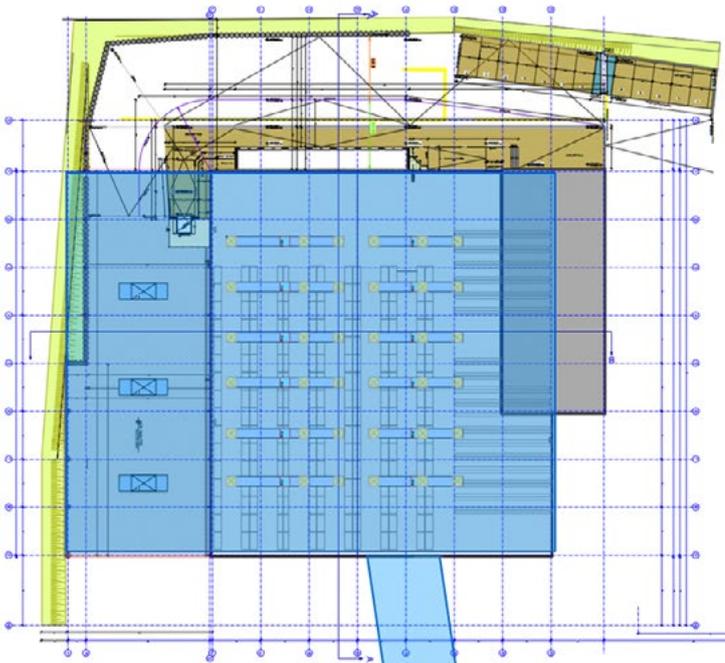
**LE / LD** (Bearing elements / bearing assemblies)

**CE / CD** (CT-bearing elements / CT-bearings)

**FD** (Linear systems)

**Technicum** (Training / Production development)

**Administration**





Dear Ladies and Gentlemen,

welcome to the second issue of All Around Franke 2019. The first issue which we sent you at the beginning of the year, was our special edition on **70 years of Franke** , where we reviewed the history of our company. \*

The measures for **Franke 2020** are in full implementation. With great commitment, all employees participate in the initiatives in the fields of **Investment - Organisation - Culture**. For this we would like to thank you very much!

The introduction of the **matrix organisation** and the associated cross-team collaboration according to processes are the requirements for reducing our lead times and thus being able to respond better to the needs of our customers.

Working according to processes is the main focus and forms the basis of the current implementation of our **Franke WIKI** database, containing all processes and work instructions as well as the entire Franke knowledge.

The reconstruction of **plant 6** and the restructuring of bearing production are the last steps in the reorganization of the company according to product lines. You can see an initial plan for this on the left-hand side. This will allow us to further cultivate the matrix organisation within the company.

We don't have much time to rest on past achievements. Franke is facing major challenges, especially in terms of **digitalization** and **customer service**. On the following pages you can find out which projects are currently in focus. Even now, we are turning our attention to **Franke 2025**.

We are looking forward to meet you on our summer party on July 13th, where we would like to celebrate 70 years of company history together with you and your families.

Your management,

**Daniel Groz**  
General Partner,  
General Manager

**Sascha Eberhard**  
General Manager



*\*If you have not yet received the brochure **70 years of Franke**, please let us know and we will send it to you.*

Export

## Franke in Asia: Visiting our customers & partners on site.

Asia is our largest export market with 20% of sales. Focussing on textile machinery and medical technology.

**Franke's direct export share is 50%. Every second product leaving the company is sent to a customer abroad. We benefit greatly from globalization and the resulting opening of markets.**

In Asia in particular, we have recently gained many new customers who wish to equip their products with Franke wire-race bearings and linear systems. This applies mainly to the textile machinery, medical technology and solar industries.

With our partner **XREB**, we are very well positioned in China to supply the large number of CT customers quickly and reliably. The bearing elements - the heart of the bearings manufactured at XREB - still come from Aalen. Strict requirements in the form of assembly guidelines and quality specifications are coordinated and trained by us on site with those responsible at XREB. This guarantees the consistently high quality of the bearings and ensures the satisfaction of our customers.



Manufacturers of circular knitting machines have relied on the precision and quality of our wire-race bearings for decades.

## Markets / Fairs / Marketing

Franke on site at XREB. Assembly processes and quality standards for the manufacture of CT bearings are coordinated.



Other countries, other customs. It is not only during meals that it becomes clear that Asia belongs to a fascinatingly different cultural area.

The first trade fairs of 2019

## Turin, Parma and Hanover kick off the 2019 trade fair season

Franke starts the year successfully and presents lightweight bearings, special bearings and linear systems.

At our trade fair booths in Italy and Hanover, the latest series of standard and special bearings as well as our lightweight linear systems were presented to an audience of interested visitors.

Our Italian representative **HTC** attended two trade fairs in Northern Italy to present Franke wire-race bearings and linear systems to a wide expert audience.

As always, **Roberto Pescarmona** from HTC and his team were well prepared and very committed to welcoming visitors to the booth. He was supported by **Philipp Engert** from technical sales at Franke, who is responsible at Franke for the Italian market.



A visitor magnet in Hanover was the **FLYNN electric scooter** made by BFO, whose hubless rims are equipped with Franke wire-race bearings. This represents a step into the new e-mobility market for Franke.

We would like to thank everyone who supported our trade fair activities!



Lead-Management Workshop with our representatives

### How do we harvest the fruits?

Our representatives from Germany, Austria, Switzerland and Netherlands met at Franke

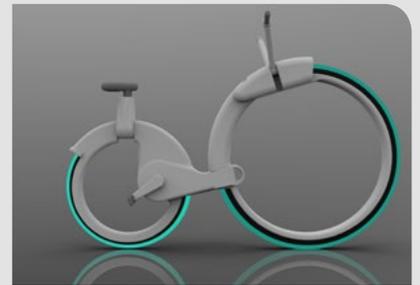
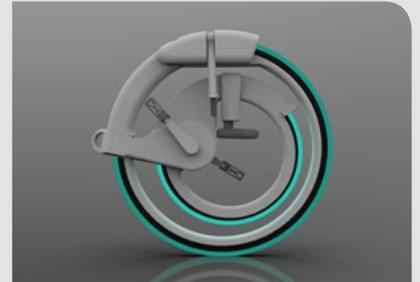
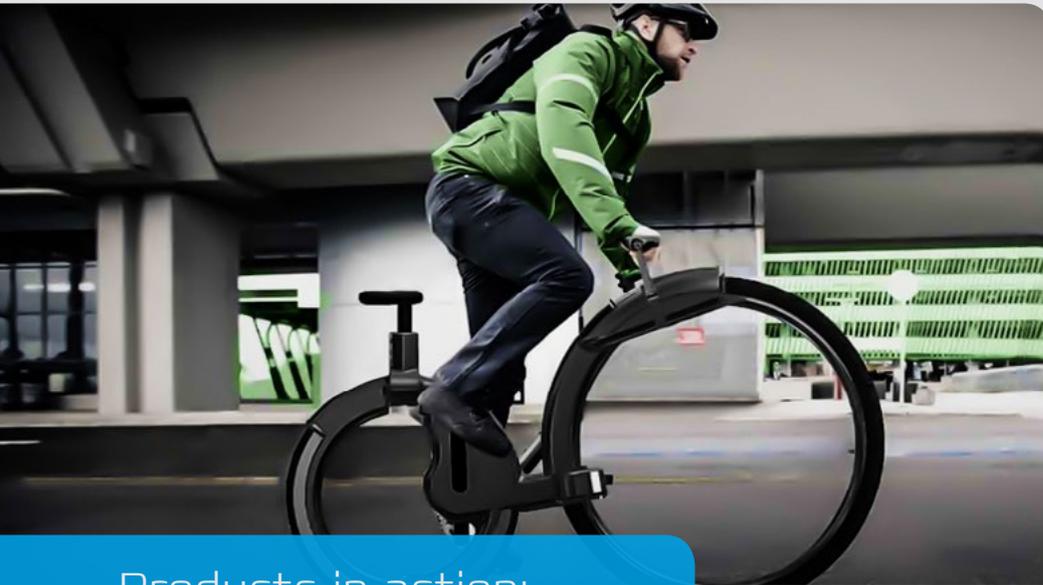
Visiting trade fairs is one thing - efficiently processing the acquired contacts is another. This is where Franke Lead Management comes into play, which is intended to turn potential customers into buying customers. Defined processes help to coordinate the work of marketing, office and field staff.

At a meeting of the representatives in April, the joint approach to lead processing was coordinated.

Franke Wire-Race Bearings

## Franke promotes mobility: E-scooters and new bicycle concepts

Product benefits through innovative design, implemented through the development partnership with Franke.



Products in action:  
Interesting customer projects.

### 1. PROTOTYPES: E-Cyclopic folding bike from England (above)

Our British representative **Franke Bearings Ltd** is working with inventors from Dorset to support the release of a new folding electric bike in style. The innovative „**Cyclopic**“ prototype was unveiled in London at the Society of Motor Manufacturers and Traders and celebrated as the next generation folding bike. The new design consists of a large front wheel and a smaller rear wheel without hubs. This allows the wheels to fold into each other within five seconds.

Alan Rallings, Managing Director of Cyclopic, says: „The enthusiasm and technological support of the Franke team has motivated and inspired us. We have been able to assure our customers that the highest quality and most technically advanced bearings on the market are used at the heart of the design“.

For more information visit:

[www.cyclopic.co.uk](http://www.cyclopic.co.uk)

### 2. SERIES PRODUCTION: FLYNN E-Scooterr from Breakforce One

**FLYNN** may have become familiar to you by now. The innovative electric scooter with hubless rims has been with our sales, development, production and logistics teams for some time now. The challenges of this project are not only on the technical side, but also in finding new ways of manufacturing and distribution in order to be able to manufacture the large quantities of wire-race bearings reliably and deliver them on time.

We will deliver **20,000 sets of bearing elements** in 2019.  
The goal is to sell **100,000 sets per year**.

The raceways come from Aalen, the cages are manufactured according to our specifications in China, and the bearings are also assembled in China before the finished scooter can be purchased from Breakforce One in Germany. The authorities have now given green light for the use of e-scooters on public roads. After that, nothing stands in the way of a sales success for the FLYNN, which has already won a design award. For more information, please visit the website:

[www.go-flynn.com](http://www.go-flynn.com)



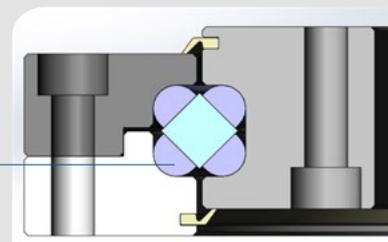
Franke Wire-Race Bearings

## Cross roller bearings as bearing assemblies

Special method for wire processing developed. KK-Diameters from 300 - 600mm possible.



Design & Development  
Innovation and advancement



**Advantages:** High rigidity and load capacity

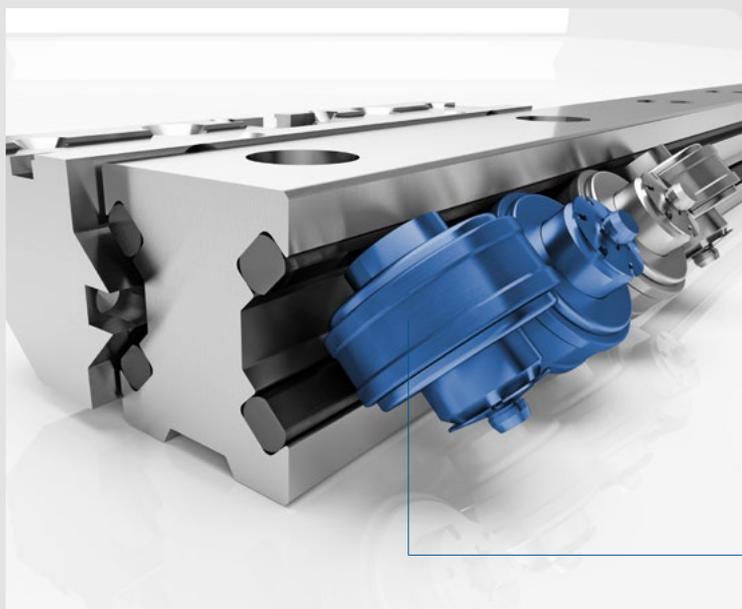
**Cross-roller bearings** are characterised by their high load capacity and rigidity. Compared to balls, the rollers have a much larger contact surface with the raceways and can therefore withstand higher loads. For this principle to work, the raceways must have

appropriate dimensions. In the new cross roller bearing we use **raceways with a diameter of 10 mm**. Wire processing, especially the rolling of wires in this dimensions, is a challenge. Our machines and devices must be adjusted to this diameter.

Franke Linear Systems

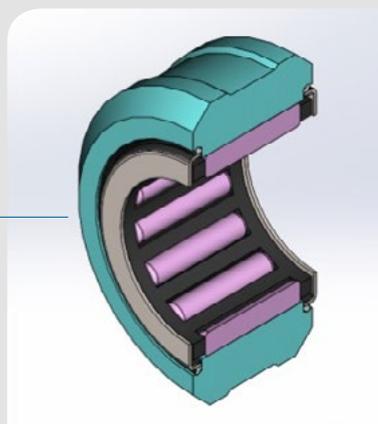
## Encapsulated rollers for clean, maintenance-free running

Higher quality and easier assembly of the track rollers. Currently available for size 25.



**Advantages:** minimum grease leakage, easy to assemble

The **rollers** are the most complex and cost-intensive component of our linear guides. Striving for improvements therefore increases both the performance of the guide and its costs. Tests with encapsulated rollers should result in no grease escaping, making the guide clean and maintenance-free, and at the same time simplifying the assembly of the rollers. Integrated cover plates would eliminate the need for current cover plates.



First tests of the new rollers were started. As a next step, selected customers will be switched to the new roller.



Internal communication

## Franke Messenger is now in the stores

Franke Messenger is available in AppStore and Google Play Store.

**Franke Messenger has successfully completed its testing period and is now available to all Franke employees. The app can be downloaded for free from the AppStore and Google Play Store.**

### What does Franke Messenger offer?

The advantages of the new Franke Messenger are fast and secure internal communication, information on the latest news and, last but not least, other services such as the canteen menu, shift schedules and digital notifications of sickness.

### Who is it meant for?

Anyone who shares Franke-relevant content via other messengers (e.g. WhatsApp) should switch to Franke Messenger. The entire data traffic of the Franke Messenger runs on its own local server. This prevents the data from being read by others.

### Who can get it?

With its content completely in German language, the first roll-out will be for the Franke Staff and the representatives in Germany, Austria and Switzerland. As soon as we have established it here, we will decide about an English version.



News



Read all the latest news or the menu conveniently on your smartphone.

Chat



Send messages to colleagues, create groups - easily and securely.

Cloud



Upload, share and view files via the integrated cloud.

Integrated process, quality and knowledge management

## Franke WIKI is set up

Transparent processes, successful organization!

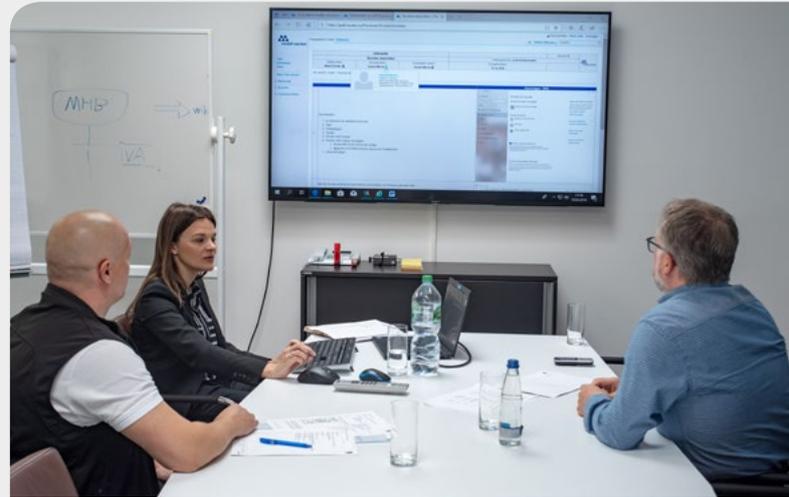


**Franke Wiki is a tool for collaborative enterprise organization. The concept integrates the disciplines process, quality and knowledge management. It is the place in the company where processes are transparently documented, every employee contributes their knowledge and the company is collaboratively developed further.**

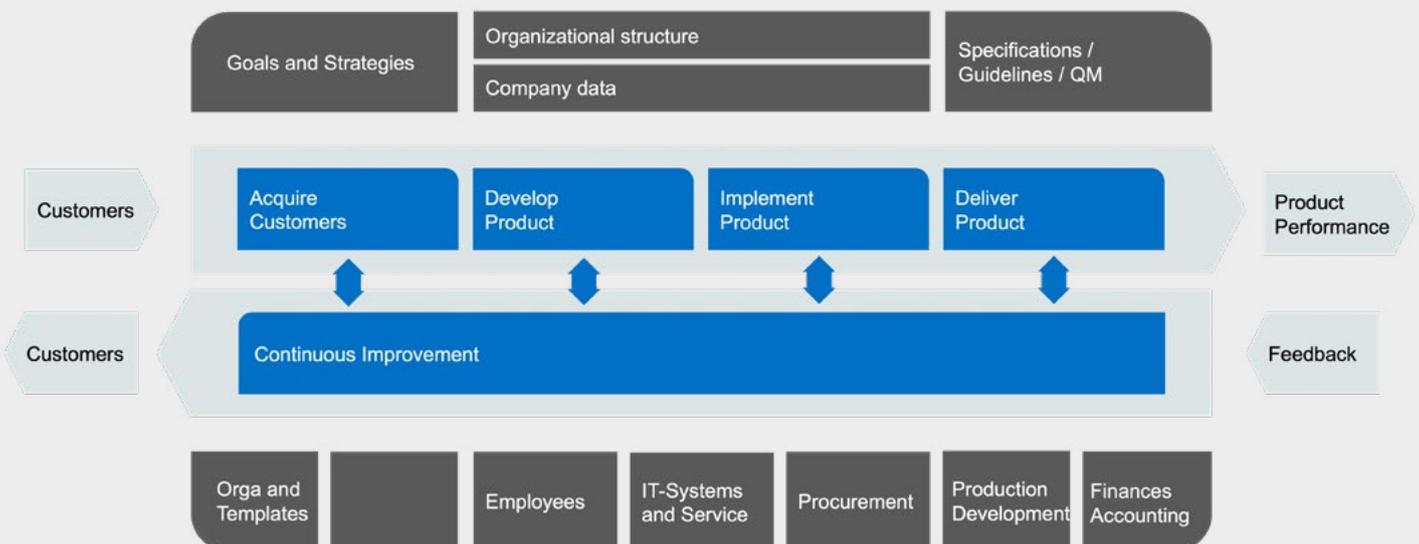
A basic idea of interactive management systems is to always establish up-to-date, accepted and effective guidelines in the company through the cooperation of all users.

**The objective of the database:**

- Stable processes and clear responsibilities
- Consistent use of employee knowledge
- Collaborative business management
- Paperless working, maximum effectiveness
- Reduction of search and query times



**Eleonora Blem** from Modell Aachen GmbH prepares users for the use and maintenance of the system in numerous workshops.



The processes at Franke are assigned to the company divisions and are easy to find via the home screen.



Dear colleagues,

The first third of the year lies behind us and the company is in a very good shape. Whether in sales, materials management, production, logistics or in one of the other teams: each of you is doing a good job. **Thank you very much for that!**

A new **youth and trainee council** was recently elected at Franke. It is chaired by **Leon Francz**, with **Michael Schenk** and **Lena Thurner** as deputies.

As in previous years, we offer a **quit-smoking-seminar**. The seminar takes place on **5th of July** from **10 a.m. - 4 p.m.** (10 a.m. - 12 p.m. = working hours). On the 5th of June from 12:45 p.m. - 1:30 a.m. there will be an information event. If you would like to participate, please contact us or Nicola Gentner (Tel. 103).

Your Works Council, Gabriele DiNucci & Jürgen Häfele

## Working at Franke To good teamwork at Franke!

Column Dr. Rolf Siedler

### Developing management skills

Step 1: Joining forces.

Dear Franke employees,

At the beginning of April, I had the pleasure of accompanying Franke's management in a first workshop on „ Management Development“. The objective of the series of workshops is to guide managers emotionally and methodically so that they can fulfil their part as role models and guides of the company.



Our first meeting was about strengthening the team's sense of community. In conversations and practical exercises, the participants were encouraged to solve tasks as a team and to get to know and understand each other. This is an important preliminary work to reveal deficits and potentials.

You don't become a leader through promotion or professional knowledge. Suddenly, skills are required that you rarely purposefully learn at some point or another. There is no diploma for human leadership. Parents are not judged on whether they are suitable for raising their children. And team leaders are rarely specifically promoted in this direction. It is therefore all the more welcome that Franke is aware of this issue and acts accordingly.

However, when it comes to leadership there is always at least two people involved. The one who takes the lead and those who are to be led. It is like a sports team. The best team will lose if its coach is not good. Conversely, however, even the best coach can do nothing if the team does not implement his ideas.

In the management workshops I try to make the trainers better. I would like the teams to acknowledge their efforts and give their trainers a chance. To achieve joint success.

With sporty regards  
Your Dr. Rolf Siedler

Betriebsseelsorge Aalen, Telefon 07361 59021  
aalen@betriebsseelsorge.de



Our guest commentary: Silke Lehmann from **equal personal**

## „Temporary employment is a stepping stone to a professional career.“

Numerous temporary workers have already found a permanent position at Franke

Dear employees of Franke GmbH,

For several years now, we have had the opportunity to place temporary workers in your company. We would like to thank you warmly for the opportunities you give to job seekers. Because behind every successfully mediated contact there is not only an individual destiny, but also a perfect opportunity to regain a foothold in working life.

98% of all temporary workers in Germany are employed full-time, 83% are permanently employed and 99% receive a DGB collective wage. Temporary work is worth it. Nearly one million employees in this area of job placement underline the potential of the temporary employment industry. Temporary work can score points on various occasions:

### 1. New beginning

The best thing about temporary work: You are back in the workforce! You can explore a new social environment and create contacts for your personal career network. Temporary employment provides you with a chance to get a permanent job.

### 2. Career re-entry

Do you look back on a career break - possibly due to illness, parenting, a time-out or a sabbatical? Temporary work makes it easier for you to return to work.

### 3. Reorientation

Nowadays, employees are confronted with new challenges and situations in their professional lives. If you want to reorient yourself professionally, temporary work can give you an insight into other subject areas, different companies and their departments.

### 4. Perspective

Try out different temporary work jobs for orientation! The various job offers will help you to find your dream job, because as an employee you can simply „get a taste“ of the respective occupational fields.

### 5. Security

Temporary work guarantees security. As a temporary employee, you have the same rights as „normal“ employees. On the one hand, there are employment relationships that are subject to social insurance contributions and, on the other hand, temporary employment is subject to general German labour law.

The successful placement of temporary workers at Franke reinforces my view that temporary employment is an alternative way to develop professionally.

This is certainly also due to the fact that temporary workers at Franke are welcomed warmly and fully integrated. I've had many conversations and have heard only good things. On behalf of my clients, I would like to thank the Franke employees for this.

With warm regards,  
Silke Lehmann



Silke Lehmann, equal personal

equal personal advises, supports and mediates with highly qualified job experts in the field of job search, temporary employment and personnel placement.

[www.equal-personal.de](http://www.equal-personal.de)



„It worked very well for me! I am now permanently employed. Joining Franke via temporary employment was the ideal solution!“

Jolante Matusch, Shipping department

equal personal GmbH & Co. KG  
Tel. (07361) 92 411-0

Stuttgarter Straße 24, 73430 Aalen  
Email: [aalen@equal-personal.de](mailto:aalen@equal-personal.de)

# Shoulder Views

Together we are Franke



## What is „Shoulder Views“ all about?

For one day, ten employees visited a team of their choice. On this day they were released from their work. The goal was to gain an insight into the working methods and tasks of the other department and...

- ... get to know workflows, processes and working conditions
- ... to understand dependencies (processes, what is connected how?)
- ... to see the big picture (how are our products created?)
- ... to develop understanding for other teams & to strengthen the team spirit

## What is the result of this campaign?

All participants had a positive view of the campaign. Seeing what happens in other teams promotes understanding of the processes and ensures that an overall picture of the processes is obtained.

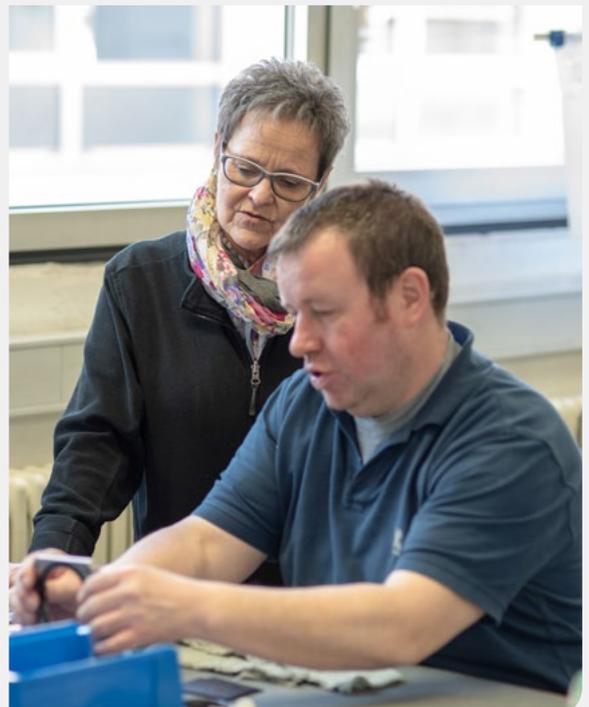
„Shoulder Views“ is an important measure for strengthening cooperation and appreciation in our company in the long term as part of our Franke 2020 strategy.

The next step is to develop a concept to offer the campaign to all interested employees in the company.

Alexandra Stoll-Reininger sells CT-bearings. Peter Wetzel produces the raceways in plant 5. After one day of „Shoulder Views“, the manufacturing processes have become clearer.



Marion Siebold watches how her race-rings and cages are mounted in the housing parts of a bearing assembly by Gerd Wanner.



What does a general manager do all day long? That's what [Sascha Eberhard](#) explained to [Mario Kapp](#) from Marketing for a day.



„ How do you create our production documents?“

[Michaela Schmitt](#) from the Franke Technicum is informed by [Pia Gschwinder](#) in the work preparation department.

[Inessa Kauz](#) from procurement was informed about the production of linear systems by [Peter Kovac](#).



Franke 2020:

# Plan of Measures

How far have we come:

Reliability

## 2018

### See and experience values

„Values“ as the title theme of the „All Around“ series in 2018, Image film, application examples, the big picture e.g. on the occasion of the works meeting or the information event. ✓

### Looking ahead - Lectures for employees

Series of events on company-relevant topics, Guest speakers on interesting topics. ✓  
Already held: 3D-printing/Technicum, Info Franke Messenger

### Mediator / „Feel-Good-Manager“

Neutral contact person for questions/problems in all areas of life is Mr. Rolf Siedler. ✓

### Team-Bildung

Activities to strengthen team spirit like, for example, the barbecue afternoon at the football World Cup. ✓

### Shopfloor Management / ReKo

Newly created areas in production and administration for regular consultation within the teams. ✓

### Best-Service-Campaign

Workshop „The customer is king“ for internal and external customer relations ✓

## 2019

### Management-Workshop (article on page 4)

Program for managers on the topics of responsibility, leadership, motivation, living the values. ✓

### Franke Messenger for internal communication (article on page 8)

Data secure Franke messaging service for fast communication of all Franke employees among each other. Closed system. ✓

### Gaining insight (article on pages 10 - 11)

Visits, flying visits in other areas, for better understanding and better cooperation with colleagues. ✓

## 2020

### Working group „Focus on the people“

Review & success analysis of the measures, adaptation, rectification.



## How are you doing at Franke?

Please give us your feedback:

Are the mutually agreed measures effective? Are there any noticeable changes in the way Franke works together? Your opinion is important to us: [feedback@franke-gmbh.de](mailto:feedback@franke-gmbh.de)

Farewell

## Erwin Gessner seen off into active retirement

Starting in 1986 as a ring grinder, Erwin Gessner ended his work in the linear guide manufacturing team.



Between these photos lie more than 30 years of Franke. **Erwin Gessner** (middle) saying goodbye to Franke in the Lead Production team (Plant 3) and at the beginning of his time with Franke at the grinding machine (below). We would like to thank Mr. Gessner warmly for his longstanding loyalty to the company and wish him an active and healthy retirement.



### Anniversaries January-May Thank you for your loyalty!

Sandra Pietsch	Construction	20 years
Birgit Widmann	Accounting	10 years
Nicola Gentner	Secretarial office	20 years
Karsten Kräenbring	Bearing manufacturing	30 years
Harald Doleschel	Shipping dep.	40 years
Jörg Egelhaaf	Manager of construction	30 years
Artur Metzger	Guide manufacturing	20 years
Arkadi Beimert	Bearing manufacturing	30 years
Heiko Kaschdalewitsch	Bearing manufacturing	20 years
Thomas Winter	Shipping dep.	20 years

Have you signed up yet? - You are cordially invited:

## Franke holds summer party on 13 July 2019 - 70 years of Franke

In order to provide enough food and drink, it is important to be able to estimate the number of guests. Therefore we ask all invited guests to register themselves and their families for the party.

You have already received your invitation, as well as the details for registration, by separate mail. Should you prefer to register personally for the party, you are welcome to contact Mrs. **Nicola Gentner** in the secretary's office (n.gentner@franke-gmbh.de).

After completion of the registration you will receive our 70-year summer party wristband for admission. **We are looking forward to seeing you!**





**Anja Abd Rabo**  
Plant 1



**Enrico Wilke**  
Plant 1



**Martin Butrym**  
Quality control



**Sandra Weisel**  
Plant 5



**Felix Bartsch**  
Plant 3



**Daniel Barth**  
Plant 5



**Andreas Reißner**  
Plant 5



**Michael Loris**  
Plant 3

# Welcome to Franke!

We wish our new employees much joy and success!



**Simon Frank**  
Plant 2



**Florian Kurz**  
Plant 2



**Maurice Henne**  
Plant 5



**Rando Sauter**  
Plant 3



**Julian Lemmermeier**  
Lager



**Waldemar Hochhalter**  
Plant 5



**Meike Ebert**  
Plant 1



**Jolante Matusch**  
Shipping department



**Tamara Preis**  
Construction & Development



## TRAINEES



Dear trainees,

we start the year 2019 with a lot of trainee projects and activities. Everything concerning the training now takes place under the motto **Franke NEXT**. Next stands for the next generation at Franke.

In February we attended the **training fair STARTit!** together in Aalen and presented our trainee film there.

During the trainee workshop we decided that we wanted to do more team building activities. The next **trainee excursion** is already being planned.

At the **Franke Summer Party** on 13 July we will again be present with a booth to show colleagues and visitors what is happening at **Franke NEXT**.

Our **monthly trainee breakfast** also helps us get to know each other better and strengthens the community among the trainees.

Since March 1st we have four new trainees who were previously trained at the IHK and are now beginning their training at Franke in the Technicum.

I wish our newcomers all the best and a lot of fun in their training with us!

Your training manager  
Klaus Mayer



You can find our trainee film via this QR code or on YouTube at <https://youtu.be/Zdxwo-wgyug>

New trainees

## Welcome at Franke

Which expectations do the new trainees have regarding their training at Franke?



**Alexander Wahl**

„I hope Franke will give me a good, extensive training during which I can learn a lot.“



**Magdalena Friedl**

„For me, it's important to communicate well between employees.“



**Jonas Schüller**

„During my training, I want to be able to learn and have fun.“



**Marcel Merk**

„I want to be successful in my training at Franke and learn a lot of new things.“

# Training fair STARTit!

Franke NEXT at the training fair 16 February



On Saturday, February 16th, the Vocational Schools Aalen opened its doors once again for the annual STARTit! training fair.

Between 9 am and 1 pm more than 170 companies and school facilities presented themselves at the fair. Including the **Franke apprentices** who organized the appearance at the fair on their own responsibility. At the booth the project team was supported by Klaus Mayer.

The **ball maze** served as an eye-catcher - in which the visitors were allowed to estimate which ball will arrive at the finish first as well as the self-made film about the training at Franke, which we showed at our booth.

The team: Christian Maier, Leon Francz, Lena Walter, Lisa Rau, Klaus Mayer

After a rather quiet start to the fair, more and more visitors came to the stand to get advice on the training professions and to participate in the ball maze game.

## Franke NEXT

The „company in the company“ gets more and more orders



Our „company in the company“, **Franke NEXT**, handles orders independently under the supervision of Klaus Mayer. Since it was founded in 2016, order numbers are rising steadily every year. In 2019 alone, Franke NEXT has almost **300 orders**, e.g. accepted, processed and completed for manufacturing development or fixture construction.

### Experiencing „Shoulder Views“

## Leon Francz reports on his Shoulder Views-Day

How do my colleagues work?

*„Hello, my name is Leon Francz and I am in the third year of my training as an industrial mechanic at Franke. I participated in the Shoulder View Workshop and was allowed to choose who I would watch over his shoulder for a day at work.*

*I spent my „Shoulder View Day“ day in the production development – I had fun and gained some new insights. Although we work in the same factory every day, I never knew exactly what the colleagues in production development are doing. The day there helped me understand what their responsibilities are. Before my „Shoulder View“ I have often wondered about the small mistakes that I sometimes find in our drawings. Now I know that there is a lot of information to understand that you need to transfer to paper and even into a 3D model. This is not easy because of the different programs that are needed.*

*Through the Shoulder View, I am now aware of how demanding the work of my colleagues in manufacturing development is, and I have gained a better understanding of the interaction with my own work.“*



NEON Agency

## Apprentices Workshop

Shaping the future of apprenticeship at Franke

Under the guidance of Sandra Jörg and Michaela Fichtner, the Franke trainees met at the Ganesha restaurant in Aalen on 18 January for a team building workshop.

To get to know each other better, the workshop started with a round of introductions. The trainees interviewed each other in pairs and then introduced each other to the group.

For lunch, Indian was eaten in a big round, before continuing with the day's program. In the **Marshmallow Spaghetti Challenge**, the trainees competed against each other in small teams to find out which team can construct the tallest freestanding figure.

The theme of the workshop was also the **Franke Value Wheel** and how we can live our values in the daily work at Franke. Together, the trainees talked about what works well for Franke and what could be even better. In addition, they have considered and assessed measures that are most important to them. All workshop participants and training manager Klaus Mayer celebrated the day's conclusion on the bowling alley.

After the workshop, the elaborated measures were discussed in a feedback session with the management.



Sandra Jörg from NEON



Marshmallow-Challenge

## Delegation from Romania

Franke NEXT as an example for successful training



The delegation from Romania is hosted at Franke.

In February, Franke was visited by a Romanian delegation with the aim of gaining an overview of the **dual training system** in Germany.

At Franke our guests visited the technical center and our training workshop. The focus of the visit to Franke was teaching methods in education. We were represented with our booth in the technical center and were invited to a return visit to Satu Mare.

Monthly event

## Breakfast for Apprentices

Apprentices meet every 1st Friday of the month

Every month one to two trainees take over the organization for the trainee breakfast. What exactly is there to breakfast, the trainees decide themselves. The breakfast promotes getting to know each others of the trainees which are spread all over the company.





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