

# Human Centric Agile Transformation

Towards Agile Manufacturing Systems



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Tomas Hedenborg

Fastems Group CEO

President, Orgalime

The European Technology Industries





# OUR INDUSTRY: KEY FIGURES



**2,171 billion**

Forecast turnover for Europe's technology industries in 2018

similar  
to



**GDP of France**

In 2017, the GDP of France was €2,279 billion EUR



**11.2 million**

Employed by Europe's technology industries in 2018

=



**30% of total industry**

European industry provided 36 million direct jobs in 2016 <sup>1</sup>



**€567 billion**

EU technology industry exports (2016)


=



**1/3 of manufactured exports**

EU manufactured exports totalled €1744 billion in 2016





**Leading  
automation system  
provider for  
machining shops  
around the world**

***„We are bringing  
manufacturing  
into the future.“***

# Facts and figures

**Open  
integrator**

**Market  
leader**

**Solution  
provider**

**4,000**  
installed systems

**1982**  
first system installation –  
it's still running

**24/7**  
worldwide technical  
support

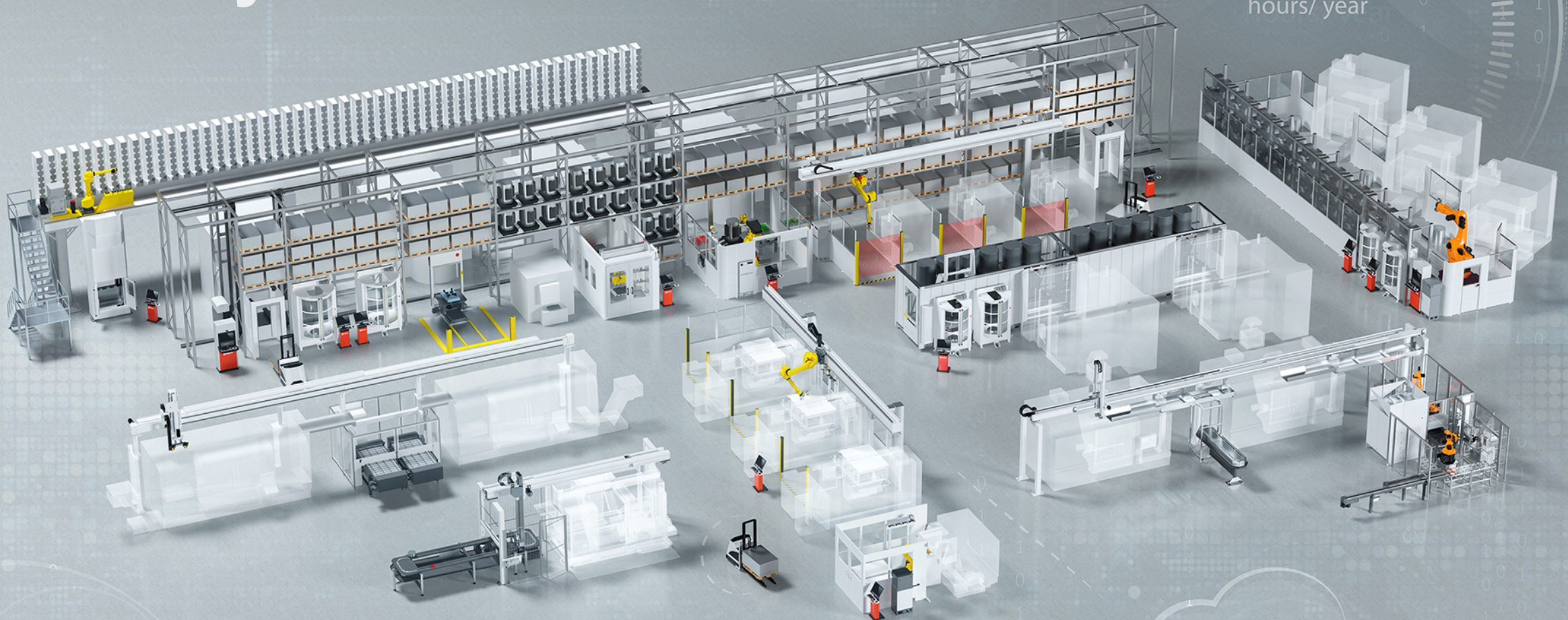
**8,200**  
record of customer's  
annual spindle hours



# What you see...

# 8760

hours/ year

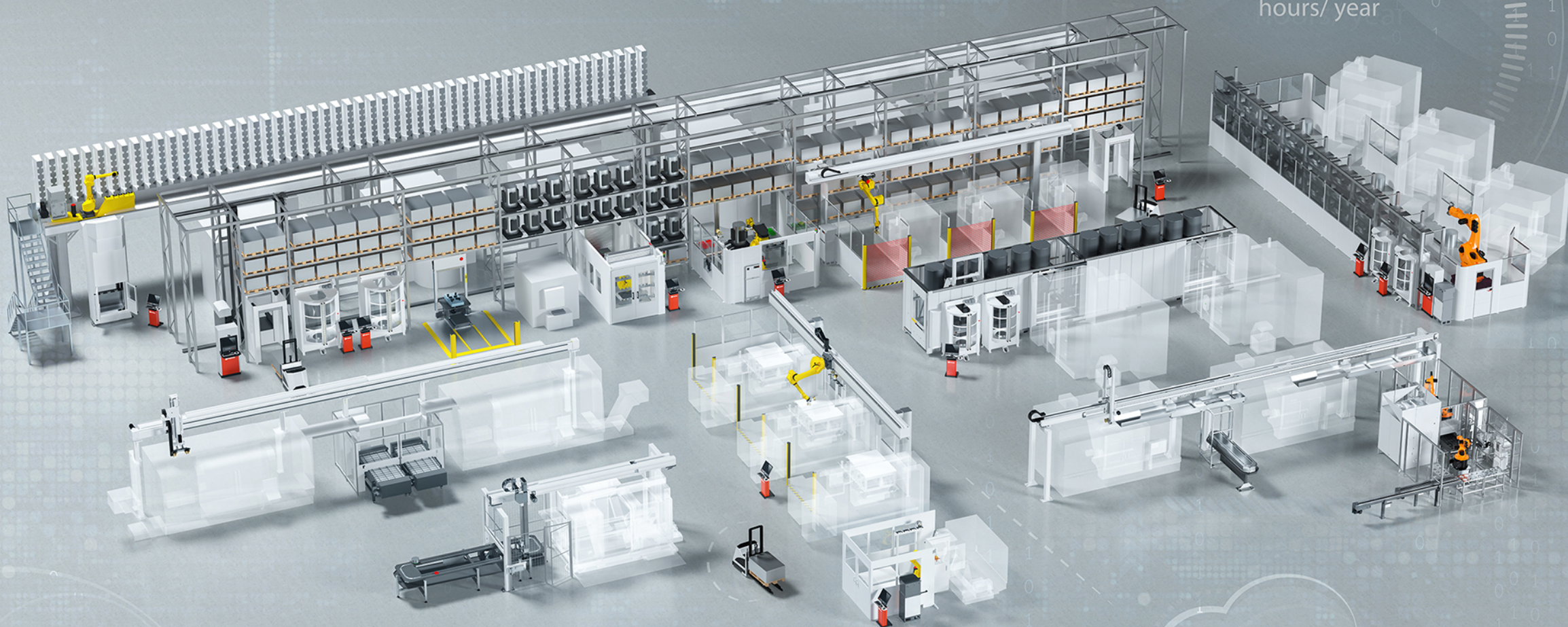




...is not what it is.

8760

hours/ year





# Solution elements



**= Fastems automation solution**



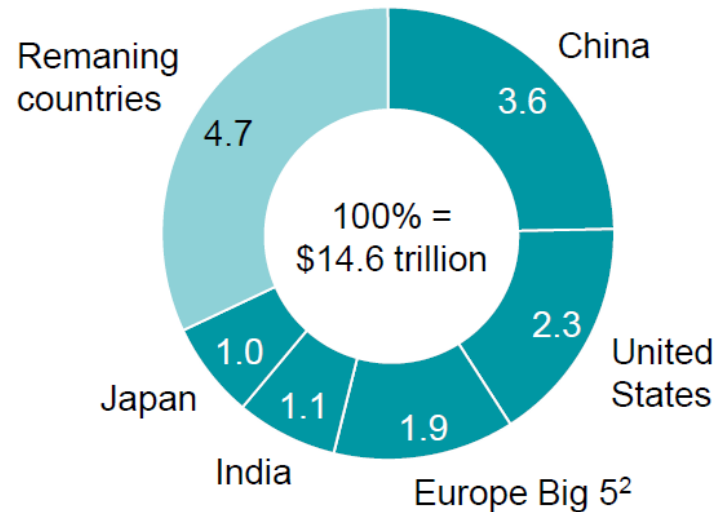
# Imagine The Drivers and Impact...

**Technical automation potential is concentrated in countries with the largest populations and/or high wages**

Potential impact due to automation, adapting currently demonstrated technology (46 countries)

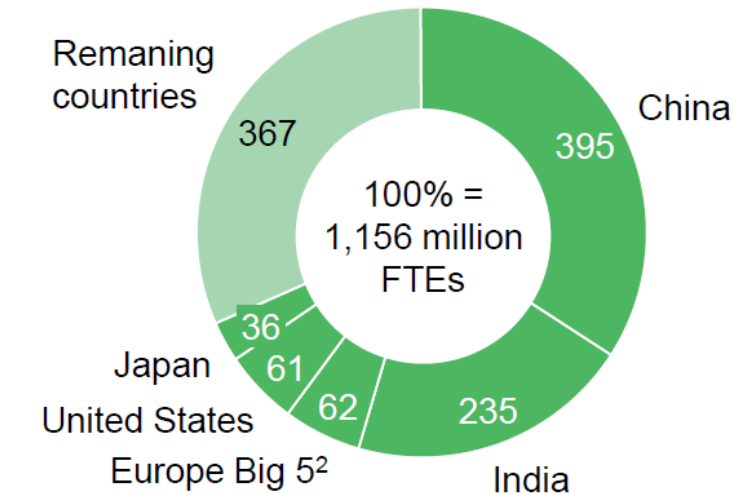
## Wages associated with technically automatable activities

\$ trillion

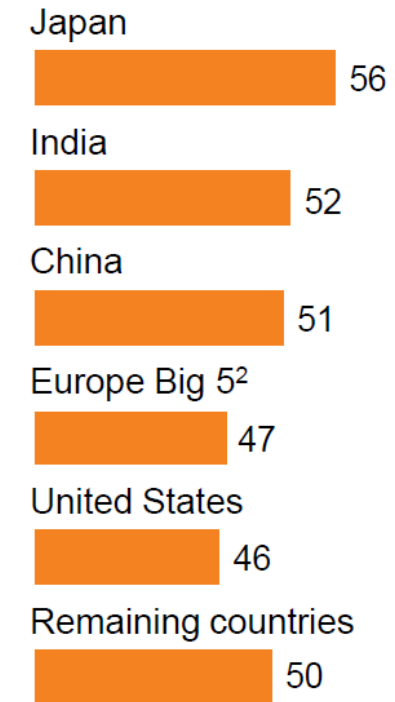


## Labor associated with technically automatable activities

Million FTE



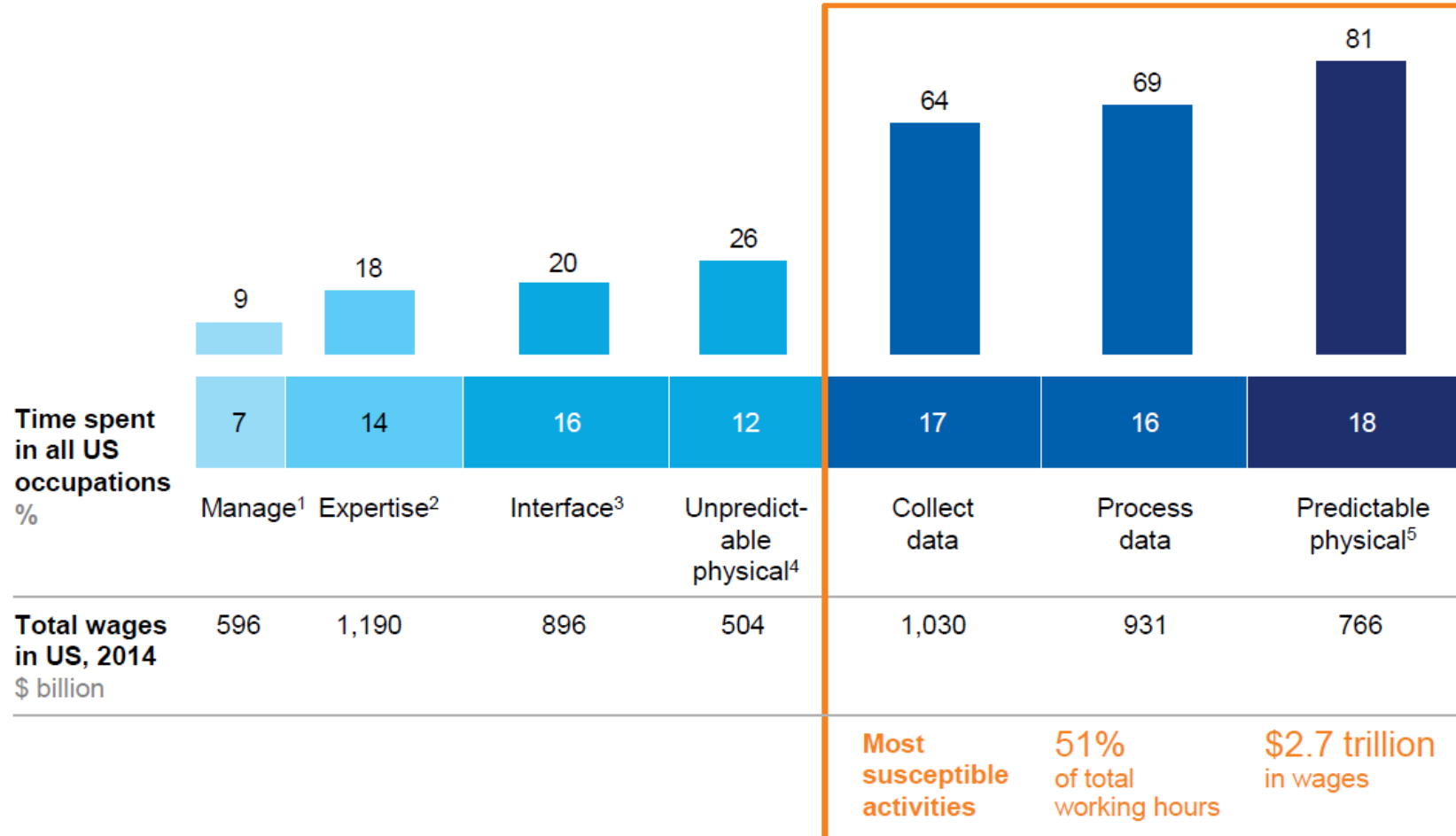
## Automation potential %



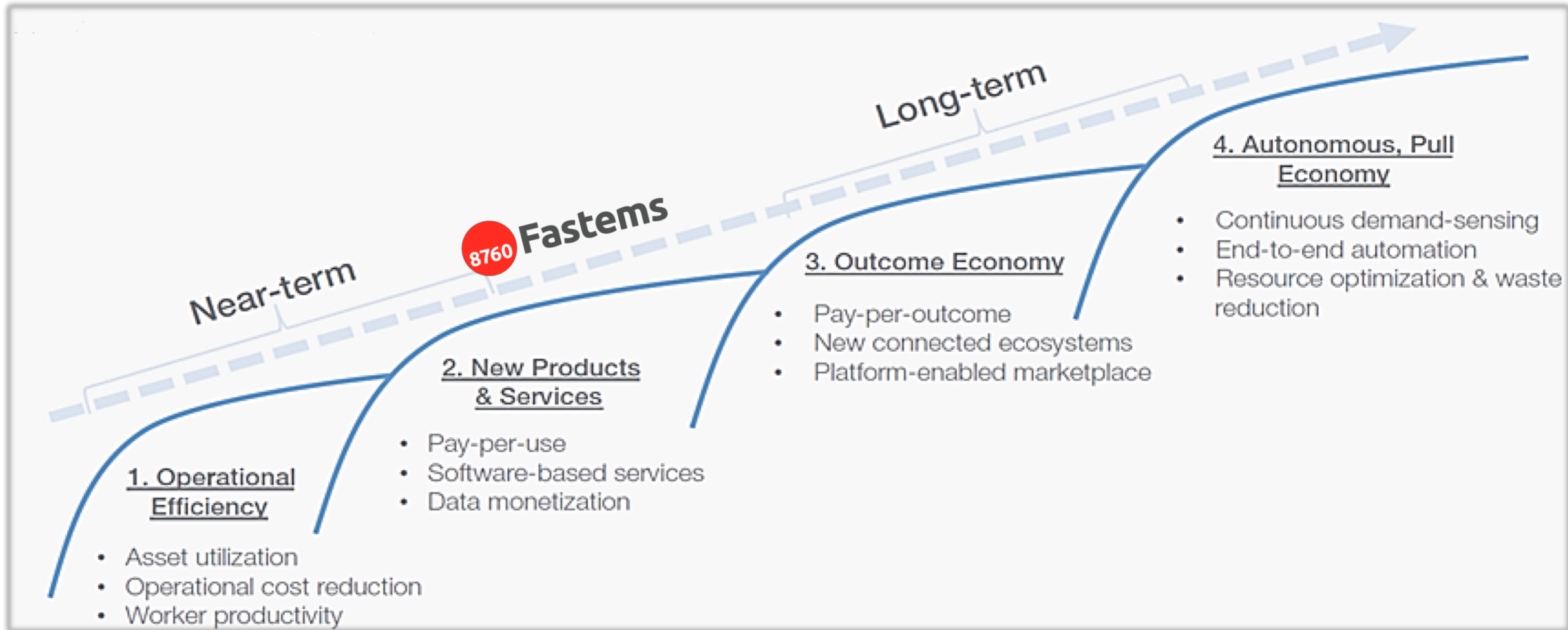
# Where Automation Hits

Time spent on activities that can be automated by adapting currently demonstrated technology

%



# The adoption and impact of digitalization





# Uber



# ?



Approach and actions

# **CASE FASTEMS**

# The Mind-Set Shift

- Continuous learning throughout organisation
- Cultural change needed to develop workforce of the future
- Strong shift towards cross-functional collaboration and team-based work
- Traditional hierarchies are for stability

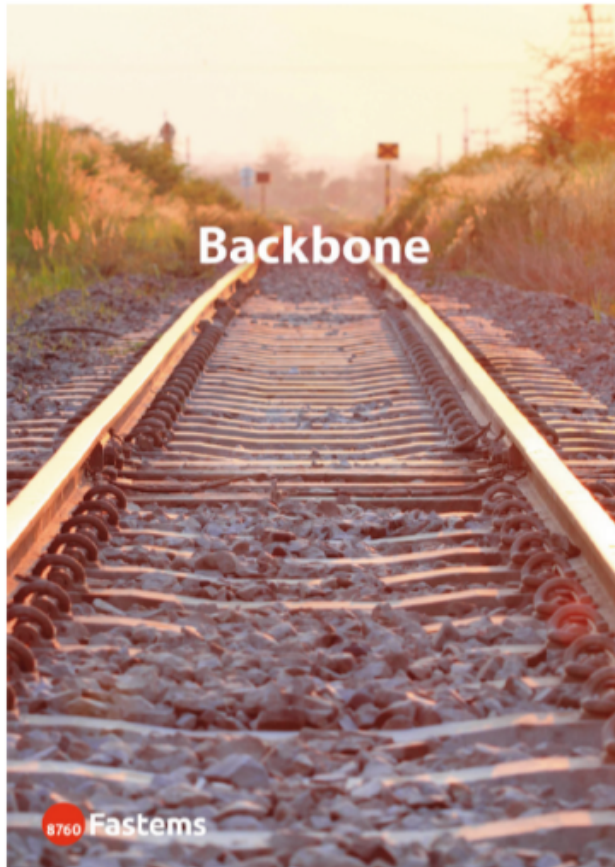
vs.

- Agile organizations are for stability and dynamism
- Rapid learning and fast decision-making



# FASTEMS COMMITMENT

## Principles of Our Culture



Concrete, tangible,  
understandable, executable,  
inspiring, committing



**What are  
Fastems  
manners?**

bone

# BACKBONE

Sharing = Car

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Backbone is doing  
your work so that  
both you and your  
colleagues can be  
proud of it.

It's learning from  
mistakes, being  
honest and fair, and  
creating solutions  
instead of  
problems.







# SHARING = CARING

Sharing = Caring is all about the importance of communication. It's about listening, asking and understanding so that our work runs more smoothly and effectively. But it's also about treating one another with trust and respect.



bone

Sharing = Car

WATER IS WATER.  
ROCK IS ROCK.

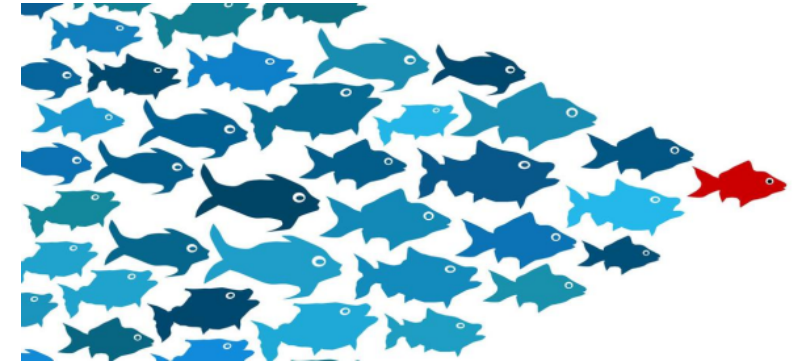
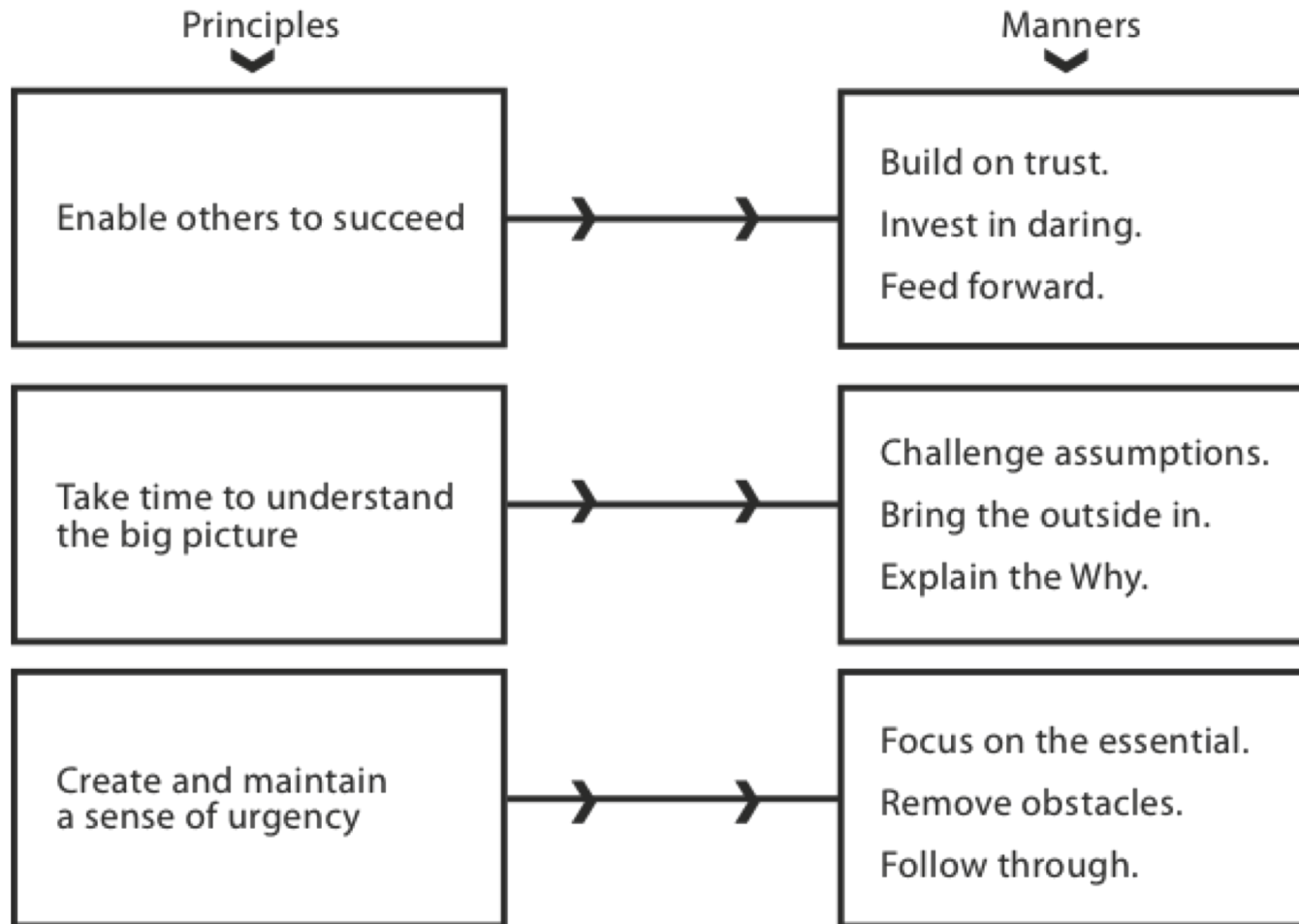
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Water is water, Rock is  
rock means solving  
things as simply as  
possible, which is one  
of the keys to  
achieving perfection.

We're focusing on  
what's truly important,  
being accurate, and  
recognizing that our  
satisfaction comes from  
satisfying our  
customers.



# FASTEMS LEADERSHIP – Delight and Deliver





# Measure and follow-up

- Survey with whole personnel twice per year
- Results discussed in the teams
- Improvement actions initiated
- Impact measured

## Survey indicators

### **Communication and implementation**

- I understand the strategy and work accordingly to reach our targets



Managing the strategy

### **Collaboration**

- Collaboration between teams is successful



Managing the teams

### **Personal coaching and support**

- My manager feeds me forward



Managing the individual

### **Follow through**

- We follow up systematically the implementation of agreed actions



Process management

### **Closer to customer**

- We have developed our operations to be more customer-oriented



Customer oriented management

### **Less complicated**

- We have reduced unnecessary complexity



Lean management



# The transformation is not (just) about technology & business models



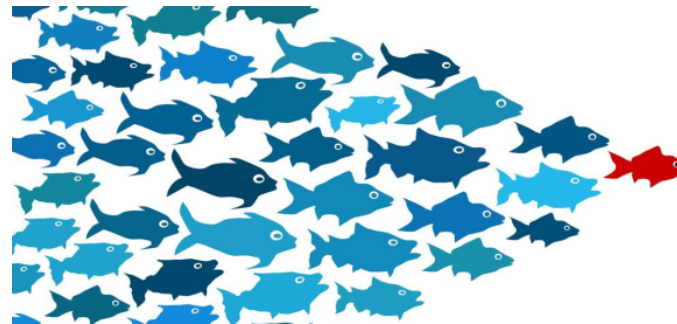
Technology & Business  
models



Culture



Performance management



Leadership

***“8760 is the key to  
your success.”***

