

PRISMA

The WILD Group
magazine

LEAN MANAGEMENT

**EFFICIENCY IS
IN OUR BLOOD**

WILD
PHOTONIC

Hybrid cold
plasma technology,
a jack-of-all-trades

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streamlines production
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PRISMA

DO MORE WITH LESS.



Christian Rabitsch
 Managing Director
 WILD GmbH

The WILD Group has always been guided by the vision of a wastage-free organisation. At every step, we ask ourselves: Does this have a value for our customer? If we can't answer this question with a clear YES, we adjust even the tiniest processes or eliminate them altogether. This zero-downtime, zero-error and zero-accident approach runs like a common thread through all our efforts. It permeates all hierarchy levels and all departments, and enjoys the support of each and every employee.

al freedom, productivity and success. In this issue of PRISMA, we will be presenting some of the specific measures introduced by WILD to achieve those aims.

The example of Synergotron illustrates how our customers benefit from our operational excellence. The company has developed an innovative hybrid cold plasma technology, and now plans to venture into the international market backed by our manufacturing competence.



Matthias Ghetta
 Head of Assembly
 WILD

Our teams are the driving force behind the optimisation of all processes and systems across the entire value chain. Their thoughts and actions are guided by the principles of lean philosophy. The core essence can be summed up in "do more with less", since less wastage, lower inventories, shorter waiting and lead times, a meticulous selection of suppliers and a lower administrative burden translate into greater customer satisfaction, organisation-

On page 7, you can read about how WILD takes a systematic approach to the topic of sustainability. We saved a particularly positive piece of news for the end of this issue: PHOTONIC was recently ranked among Austria's best employers! CONGRATULATIONS to Stefan Zotter and his team!

Christian Rabitsch & Matthias Ghetta



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INNOVATION MEETS MANUFACTURING EXPERTISE.

Healeex, a compact wellness device using innovative hybrid cold plasma technology, is about to conquer a plethora of applications. WILD is the manufacturing partner for the product.



The approach is innovative. The non-invasive, portable device is a true all-rounder. The “best startup of the year” award at the Med-Tech World Summit in Malta in 2023 and the huge interest it attracted at the Arab Health fair in Dubai in 2024 demonstrate the enormous potential of Healeex. The device was developed by two visionaries, Domagoj Prebeg and Emil Barić of Synergotron: “Our objective is to close gaps in tissue regeneration, pain alleviation and the increasing threat from antibiotic-resistant bacteria.”

HYBRID COLD PLASMA TECHNOLOGY

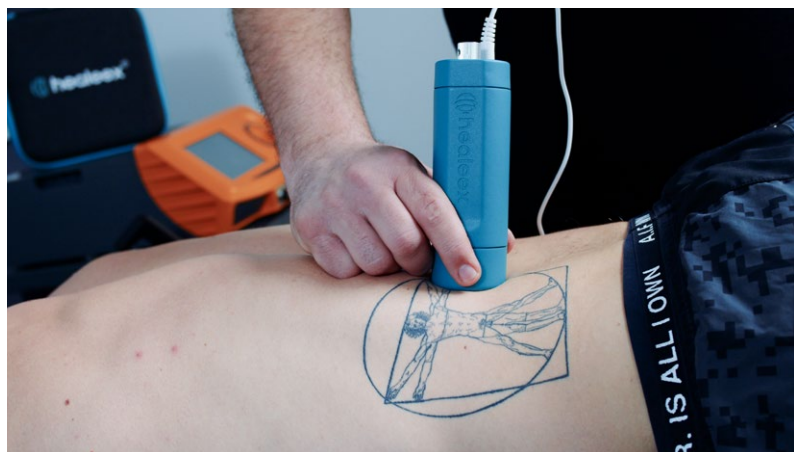
Armed with expert knowledge in biomedicine, electrical engineering, mechanical engineering and health technology, the two embarked on developing an innovative hybrid plasma technology, combining it with five additional physical stimuli, including photobiomodulation, magnetic field therapy and electrical stimulation. “Our control unit allows us to generate these diverse, precisely calibrated stimuli, which are then precisely transmitted using resonance electrodes. It is exactly this directionality that makes our technology so cutting-edge”, CEO Domagoj Prebeg explains. The result: studies show that Healeex improves blood circulation, reduces inflammations, and significantly accelerates tissue regeneration.

VARIETY OF APPLICATIONS

The non-invasive approach of Healeex allows for its use in many different areas ranging from sports medicine to

cosmetic industry and veterinary medicine. The product is currently certified as a wellness device. To be able to use it in a clinical environment, Synergotron aims to develop the next generation of the device into a medical product. And this is why Synergotron chose the WILD Group as a manufacturing partner. “We are currently supporting our customer in the ramp-up phase by developing an assembly concept and optimising the supply chain. Synergotron chose us because we are capable of quickly scaling up production in the case of higher demand and because we work

with established, well-proven serial processes”, explains Franz Aigner, Head of Business Development at the WILD Group. “We can thus guarantee constant product quality and delivery stability.”





THE TEAM AS A DRIVER OF CHANGE.

Passion for lean production processes is part of the WILD Group’s DNA. In that regard lean management is not just a collection of methods and tools, it is a philosophy that permeates the Group’s entire corporate culture.

Efficient production services have always taken centre stage at WILD. Many of the puzzle pieces needed to put together successful lean production have long been part and parcel of the company group. These include, for instance, a high degree of transparency and a variety of visible measures, such as shopfloor boards or visualisation elements.

“We recently delved to a greater depth, further aligning the culture and the roots of our actions to the non-visible elements of lean management”, explains Christian Rabitsch, Managing Director of WILD GmbH. The change process was a success because we managed to take everyone on this journey with us. Today, everyone in the team better understands why certain things are done in a specific way. “In this intensive,

direct interaction, we have succeeded in establishing a new mindset that is becoming increasingly automated,” Rabitsch acknowledges.

“A new mindset has been established, one that is becoming increasingly automated.”

*Christian Rabitsch,
Managing Director WILD GmbH*

But how do you actually turn efficiency into a routine? For Head of Assembly Matthias Ghetta, shopfloor management has been instrumental in improving the production processes. “Each day, we go through a fixed agenda in production, always querying the same topics. We

thus achieve two things: on the one hand, automation, which helps us analyse and solve challenges in a structured manner. On the other, a more in-depth involvement of the staff and a more agile information flow.” These elements are of central significance, especially in the case of a technology

partner like WILD, where numerous devices and assemblies are manufactured over decades. Over time, each individual team member evolves into a seasoned expert who can best anticipate where an assembly process may sometimes “get stuck”. Being able to methodically access this know-how creates enormous benefits for other customers as well.

HIGH LEVEL OF MOTIVATION

“Though lean management has a large toolbox at its disposal, our staff are still the best source when it comes to finding and eliminating wastage. We have acknowledged this and today we are being rewarded with a particularly high level of motivation from our staff. The teams are aware that their ideas are appreciated, they take on responsibility and remain persistent in implementation”, Ghetta emphasises.

This high level of motivation is best reflected, for instance, in the hundreds of improvement proposals submitted and implemented as part of the continuous improvement process (CIP). The ideas contributed are quite diverse and they can make an enormous difference as a whole. This has led WILD to create different categories, product CIP being one of them. “We present the customer with concrete implementation proposals so as to be able to intervene in the validated and thus ,frozen’ product or production specification. As a result, we can manufacture the customer product in a less expensive, more stable, more sustainable, and safer manner”, says Rabitsch. “A current example of implementation are proposals for specification changes toward a more functional dimensioning, which corresponds to the actual function of the components. We thus increase the stability of the production process, enhance quality



“The teams are aware that their ideas are appreciated, they take on responsibility and remain persistent in implementation.”

*Matthias Ghetta,
Head of Assembly WILD*

levels and reduce process costs.”

Feedback from customers on this lean thinking has been consistently positive. In addition, the company rewards the best improvement proposals. Not in the form of financial premiums but, for instance, with the best parking spot in front of the company building, allocated for a period of four weeks to the month’s best CIP idea contributor. This very clearly demonstrates that promoting optimisations is part of

the job – not an extra service with special remuneration but one that is highly appreciated! A one pager on the month’s CIP, circulated among staff and posted on the premises, further contributes to bringing hidden improvement potential into focus.

BEST-PRACTICE SHARING

Learning from each other is also at the centre of various knowledge exchange formats such as “Lean Circle”. Lean experts from WILD meet every three months for a Best-Practice Sharing event with like-minded employees from 12 companies from different sectors and of different sizes.

A similar programme exists within the company. For instance, reflection workshops from the various expert departments are organised once every quarter on a defined priority topic. During the “Best Practice Days”, WILD staff can exchange three times a year on specific topics and get new ideas and inputs on so-called Gemba Walks. ▶



INTENSIVE TRAINING PROGRAMME

The high level of commitment from upskilling candidates demonstrates that lean management falls on particularly fertile ground in the WILD Group. A total of 20 employees have already successfully completed the Yellow Belt training, with another 50 completing the Green Belt programme. Ten staff members are currently undergoing Black Belt training. The training provides them with the necessary tools to push for efficient processes in areas like manufacturing, assembly, strategic procurement, sales and engineering. This gives them greater freedom to implement optimisations but also means greater responsibility.

NEXT STEPS

Priorities for this year are more in-depth application and perfecting of the shopfloor meetings and improvement of the key figures. "We will install a hybrid shopfloor board by the end of the year, displaying the relevant figures every

day in a digital form. At the same time, we will maintain an analogue board to intentionally trigger interaction within the team. Moreover, we plan to roll out the standardised shopfloor concept in operative business for Quality Assurance and Logistics at all three manufacturing sites," Matthias Ghetta reveals. "In 2025, we will be taking the administrative areas on board as well, bringing us a step closer to our objective of becoming a wastage-free, self-learning organisation."

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DIALOGUE AS THE KEY TO SUSTAINABILITY.

As part of its materiality analysis, WILD enquired and systematically prioritised the sustainability topics of internal and external stakeholders.

Which environmental topics are most relevant for WILD and its stakeholders? The current materiality analysis delivers answers to this question and provides a compass for future action. It supports the company in systematically prioritising diverse areas of activity regarding sustainability and employing resources effectively. The results did not contain any major surprises. “The core message of this analysis is that the topics defined by WILD largely coincide with those that are relevant for our internal and external stakeholders. And that’s a good thing. Ultimately, the objective of a materiality analysis is to consolidate the number of sustainability topics and to sharpen the focus on the most important areas. At WILD, these are now clearly defined”, says WILD Group’s Sustainability Manager Mario Oberhauser.

ROADMAP TO SUSTAINABILITY

Among the various environmental topics, those of waste, water consumption and energy were singled out as the most important. “On a social level, we focus on appropriate remuneration, secure employment and working time. The governance topics we concentrate our efforts on are corporate culture, the relations to suppliers and the avoidance and detection of corruption and bribery,” Oberhauser concludes.

“Though we are on the right course, we still need to manage challenges in order to live up to the expectations of our stake-

holders”, adds Oberhauser. A return rate of over 50% in the stakeholder survey illustrates that WILD’s plans for the future are near and dear to many who are also willing to commit.

The next step will involve collection of data on the topics identified. At the same time, WILD will use these to define a detailed strategy and distil the corresponding objectives and measures. All of this information is what brings life to a sustainability report. “Just as they are integral to our quality policy, sustainability and agility are part of our company DNA”, COO Arthur Primus emphasises.

“While developing the materiality matrix, we realised that sustainability means far more to us than merely focusing on environmental and energy management. Nonetheless, we are working at the same time on establishing the ISO 14001 certification, so as to ideally integrate this aspect in our sustainability management.”

“Just as they are integral to our quality policy, sustainability and agility are part of our company DNA

Arthur Primus, COO WILD Group

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PHOTONIC in the spotlight.

Great Place To Work® recently celebrated PHOTONIC as one of Austria’s best employers at the „For All Stars Night“ event.

INTERNAL

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What makes an ordinary employer a “Best Place to Work”? Mutual trust, credibility, respect, fairness, pride, and team spirit. In the course of an anonymous employee survey, PHOTONIC scored particularly high approval rates in all these points, thus securing a Best Workplaces™ 2024 Austria award. At the “For All Stars Night” event in Vienna, the optical and lighting technology specialist was ranked among the top three employers. The company received a 100% approval from its staff in statements such as: “I am proud to tell others that I work here”. Of those questioned, 93% said that their work was more than a “job” for them.

For PHOTONIC Managing Director Stefan Zotter, such feedback represents a particular proof of trust. Moreover, it

constitutes an acknowledgement that the company takes everyone’s needs and requests seriously, and that it goes to great lengths to fulfil them. He sincerely thanked them at the award ceremony, which he attended together with Sales Manager Annette Stampfer, Development Manager Gerold Aschinger and Quality Manager Wolfgang Hanser: “I am very pleased that our employees describe their work as meaningful and are proud of their company. The mere fact that all of them participated in the survey shows how much each and every one of them feels attached to PHOTONIC”. Such exceptional team spirit is based on the great amount of free space given to employees: “What we receive in return is tremendous solidarity and their full focus and commitment for our customers and their projects”, says Zotter.

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THE WILD GROUP

The WILD Group is comprised of the WILD brands which are established in Völkermarkt and Wernberg (Austria) and Trnava (Slovakia), as well as Vienna-based PHOTONIC. The technology partner develops and produces optomechatronic systems for medical and industrial applications as well as optical technologies exclusively on behalf of its customers. Approximately 500 staff members are always the first choice whenever precision and reliability are called for and wherever innovation takes place.