

Industrie 4.0 is a must for  
Hungary to survive in the future  
Economic Environment:

## Strategy : 8W



Dr. Dipl. Ing Eberhard Veit



## What are the tasks of Dr. Veit actually :

**4.0-Veit** works in close cooperation with TOP Companies, associations, government and research institutes :

### Strategy- Tools:

**V** erify : Scenario-Method, RobustnessCheck

**E** valuate: Future Radar, Benchmark

**I** mplement: BSC\*, Strategy- & HealthMap

**T** rack&Teach: Learning, Training, Communication

### Supervisory Board & Supports:

Cumulative numbers all companies  
> 100.000 employees  
> 16 Mrd. €

### Industrie 4.0

Consulting, lead,  
Implementing

National & International



### Executive Advisor:

**FESTO**

family owned company

2,65 Mrd € , 18300 employees,

300 000 customers

\*) Balanced Score Card

## 8 W: How daily working routine will change with digitalisation:

- W1 work life Balance, at home, always availability
- W2 way to / and from company
- W3 way of development workplaces, Interaction at new work place , HMI or MHI
- W4 way of value creation with Digitalisation, new content of work, Processes
- W5 worldwide digital Net , Global Market , Services, Warranty, Quality
- W6 way of increase value, Compensation
- W7 way of new Education and Training
- W8 wellbeing of Employees , Motivation



W<sub>1</sub>

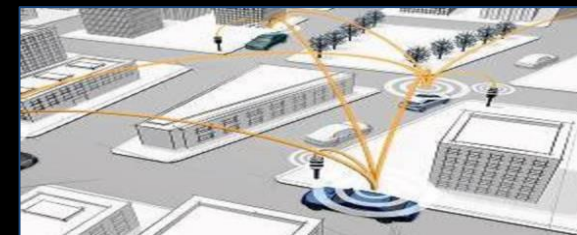
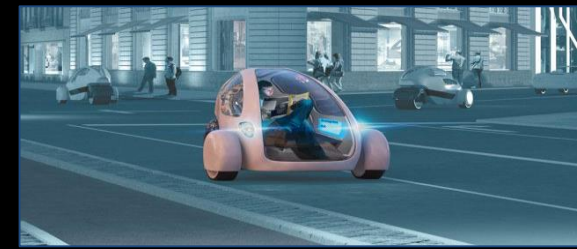
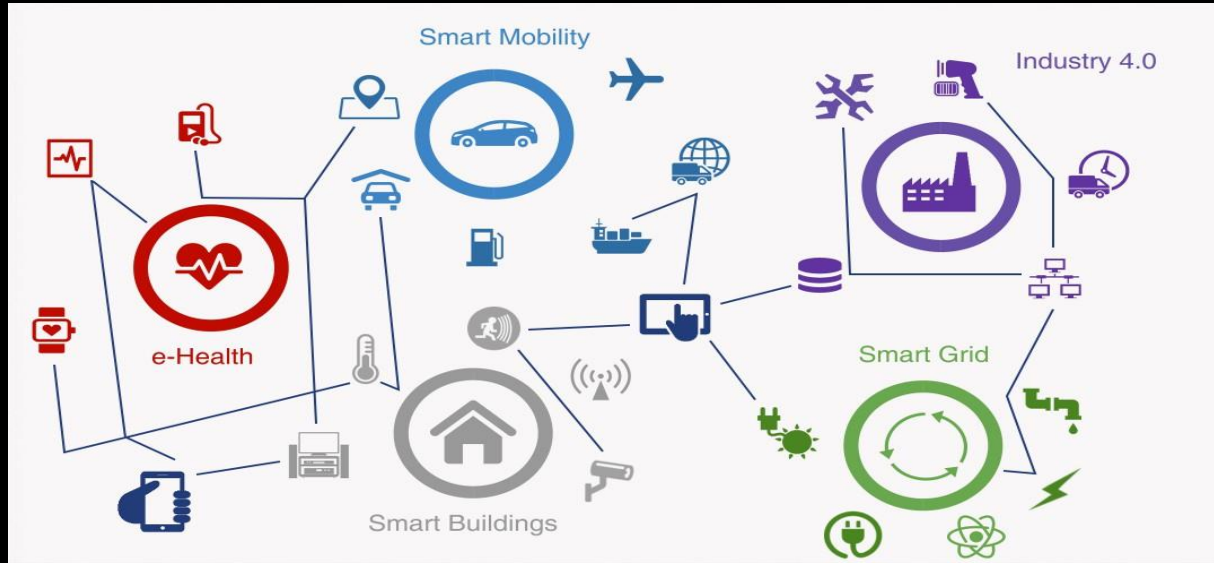
ork life Balance, at home, recreation, always availability



Quelle Festo



## W<sub>2</sub> ay to / and from company



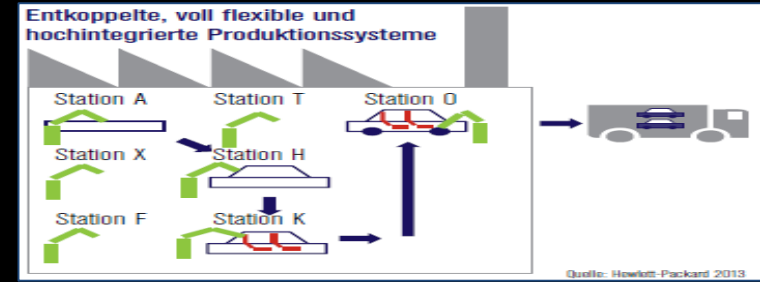
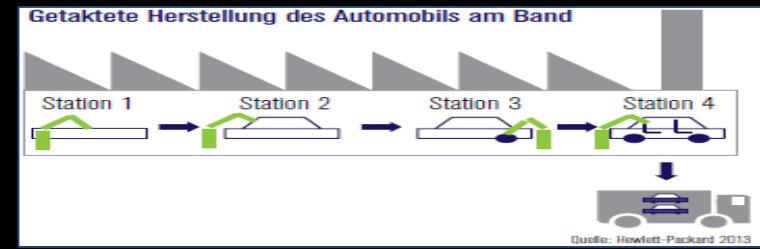
W<sub>3</sub> way of development workplaces, Interaction at new work place , HMI or MHI(2)

Huge steps for upcoming interaction „workplace and machine/car “:

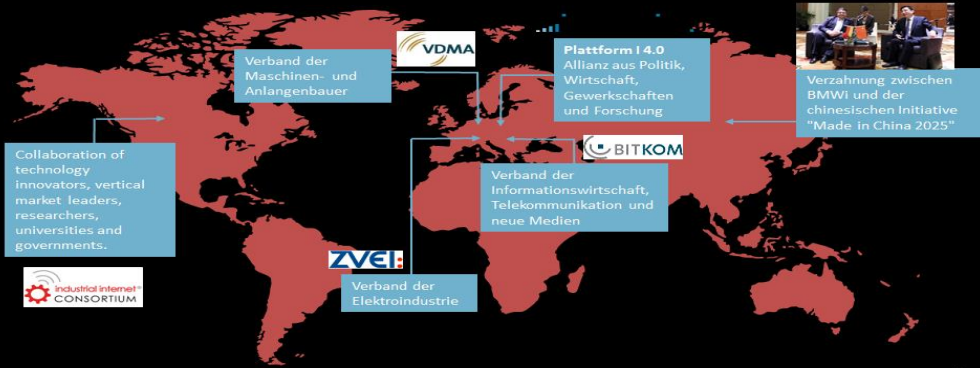


## W4 Way of value creation with Digitalisation, new content of work, Processes (1)

- supervise and control of process
- Machine as a PARTNER and Colleague
- Autonomous Manufacturing & flexible Production
- Worldwide interaction :culture, language, acceptance
- From vertical to horizontal Integration

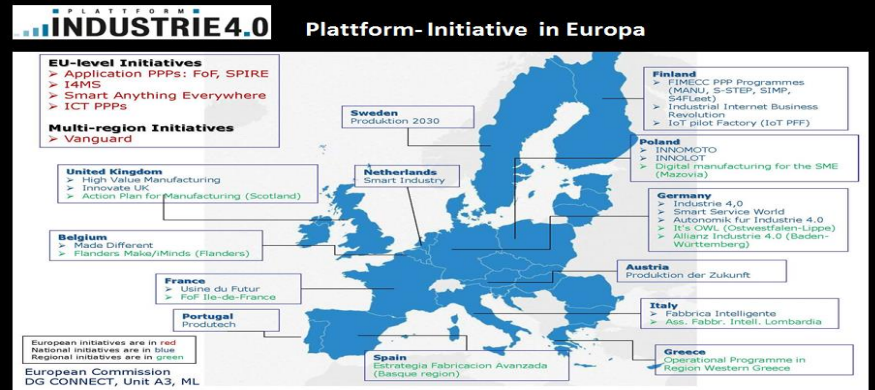


## W4 way of value creation with Digitalisation, new content of work, Processes (2)



### Aims of Platform „Industrie 4.0“ :

- Standardization
- Pilot-Projectes/ Test Beds
- Developement of new Technologies
- New Business Models and Help for new Organisation





## W5 worldwide digital Net , Global Market , Services, Warranty, Quality

No Home Market, World: ONE Market Place

Datas: The oil of the 21st century

Worldwide Datas available: Quality, Service, Guarantee, Warranty

New global Business Models

24 h/7 d Project- and Processes- Network

24 h Service

Always presence : physically, augmented, virtual



# W6 way of increase of value, Compensation systems

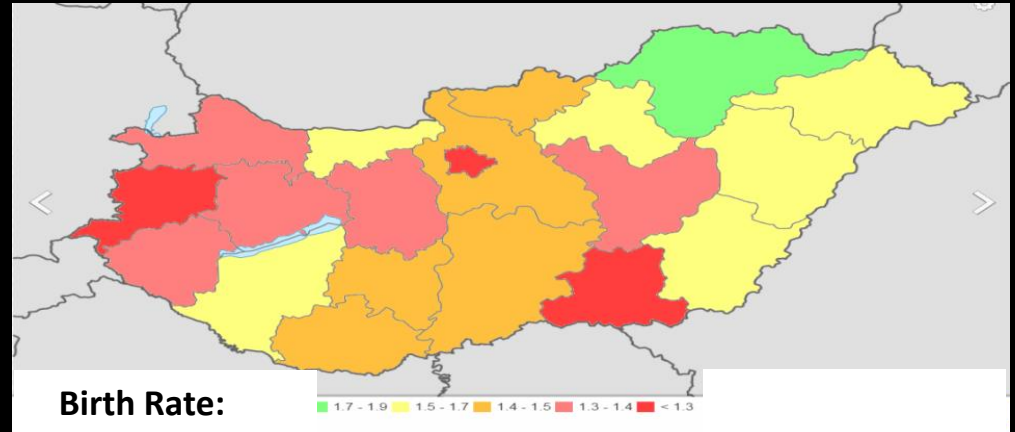
**New flexible Remuneration -  
Policies and -Systems**

**Individualized Compensation  
Systems**

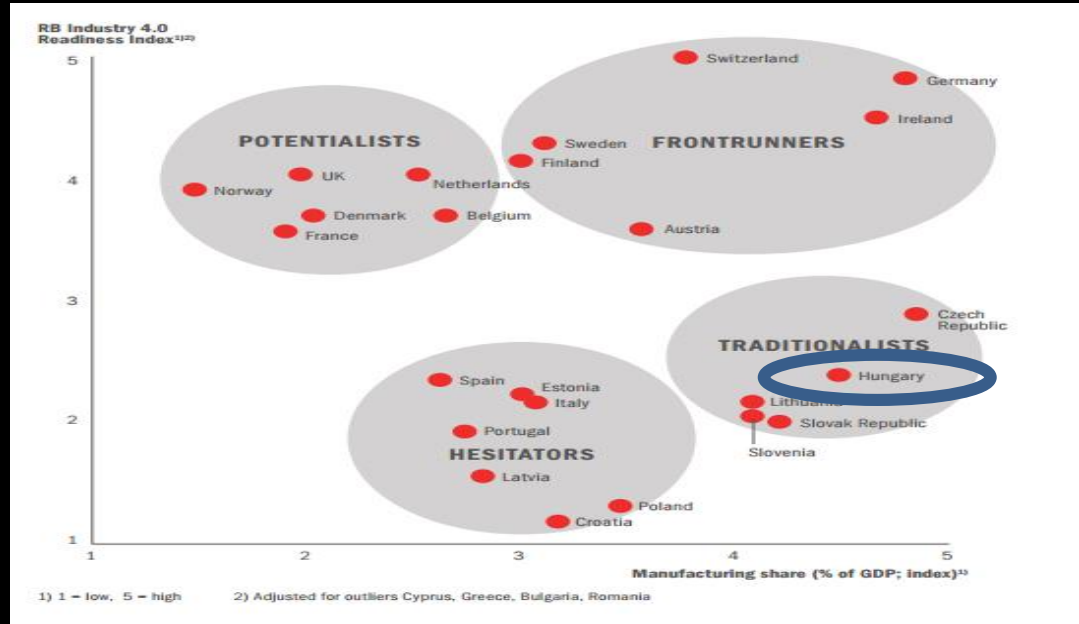
**New values of Companies by  
Software and Hardware**

**Wage setting / Remuneration  
design**

**„Jobs with EBAY- or Klick-On  
Principle“**



## W<sub>7</sub> ay of new Education, Skills and Training



Real and virtual world continue to grow together

**Future Project:  
Industrie 4.0**

Holistic and interdisciplinary approach

### Technology



### Human



### Education & Training



## W8 Wellbeing of Employees , Motivation

Take the Fear from Employees

Motivate for the Future and Technology

Training, Skills and Education

Embed the People and Communicate

Let Employee Representatives actively participate

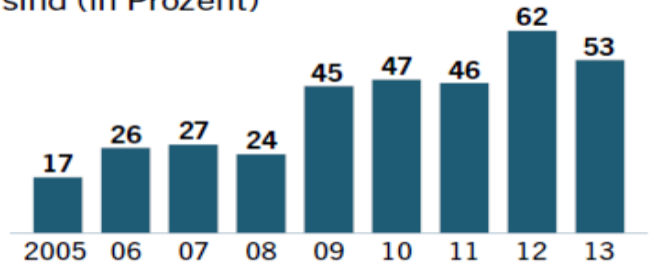
Retention Programs for Employees

Create Digital Motivation



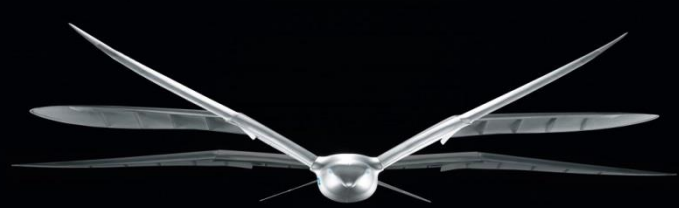
Quelle VW

Anteil der deutschen Unternehmen in Ungarn, die mit der Rechtssicherheit „unzufrieden“ oder „sehr unzufrieden“ sind (in Prozent)



Quelle: Deutsch-Ungarische Industrie- und Handelskammer

# BionicANTS Many Solutions for INDUSTRIE 4.0 can be derived from Nature



# W 8 Strategy: Industrie 4.0

- W1 work life Balance
- W2 way /Transport
- W3 workplaces, Interaction
- W4 way of Production
- W5 worldwide Market
- W6 way of Value & Compensation
- W7 way of new Education and Training
- W8 wellbeing of Employees , Motivation



„ Net schwätza, oifach schaffa!“

„JUST WALK THE TALK!“