



Hödlmayr flies high at the “Hermes” awards! Success with a model HR development programme.

The Hermes Transport.Logistics.Prize is awarded to companies that commit themselves to safety in the workplace, the basic and further training of their employees, and measures and processes aimed at environment protection and energy savings.

Hödlmayr International AG took part in this year's competition in the “Education” category with its “HR Development Programme”, which is used for the in-company basic and further training of managerial staff. Hödlmayr landed among the top three and thus received a boost for its efforts aimed at furthering young and ambitious employees.

A focus on personal responsibility and team skills

Within the scope of the HR Development Programme, the existing potential of employees is activated through the completion of an 18-month course. The target group is composed of specialists who have at least three years of professional experience at Hödlmayr. The programme encompasses team building, presentation techniques, project techniques and management, and effective leadership. In addition, a clearly defined project is conducted independently along with a tandem project, which is completed with another participant from an international branch.

Benefits for the entire company

Following its launch in 2013, the advantages of the programme quickly became apparent. Susanne Göschl, the Hödlmayr International AG Human Resources Manager, sums these up as follows: “The programme not only trains the participants in a theoretical regard, but also allows them to immediately use their acquired knowledge in practical form within the scope of project development.

The participants learn from one another and profit from the network created by the programme. In addition, the identity of Hödlmayr as an internationally active company is enhanced by inter-location cooperation. Last, but not least, the participants see the programme as recognition of their prior performance and are therefore even more motivated. This creates a win-win situation for both sides.”

At present, twelve Hödlmayr employees from seven branches are undertaking the managerial programme. The second course commences in spring 2015.

The most precious praise – positive employee opinions

Zuzana Honsova (32), Hödlmayr Czech Republic

“Basically the entire programme is a hit, but if I must select my top three highlights I would choose the team-building module, our visit to the Classic Car Center in

Schwertberg and the dinner with the Managing Board. However, the very best feature of the programme is undoubtedly the participants themselves. It is a real pleasure to work with colleagues from other branches and countries. This was also tangible during the tandem project, as one was confronted by different opinions and ways of thinking and therefore learned a great deal on a personal level. The programme is helping me

to improve as a team leader and colleague, or in other words to become a better employee, which for me is the most important aspect of all.”

Dragos Dinca (29), Hödlmayr Romania

“In particular, I would like to underline the outstanding quality of the trainers who have supported us to date. We have learned a very great deal and every module confronts us with fresh challenges. The project work was also excellent and demanded simultaneous further development in order to achieve improvement. I would like to become a General Manager one day and hope that through the completion of this further training I will move another important step closer to achieving my ambition.”