

# All Around



The Internal Magazine of Franke

02.2018



**We are in a positive  
state of mind**

We lead by questions.  
We show interest and respect.  
We give praise and recognition.  
We take our time and listen.  
We value the work of the other.  
We resolve conflicts in dialogue.  
We greet, ask and thank each others.

Appreciation

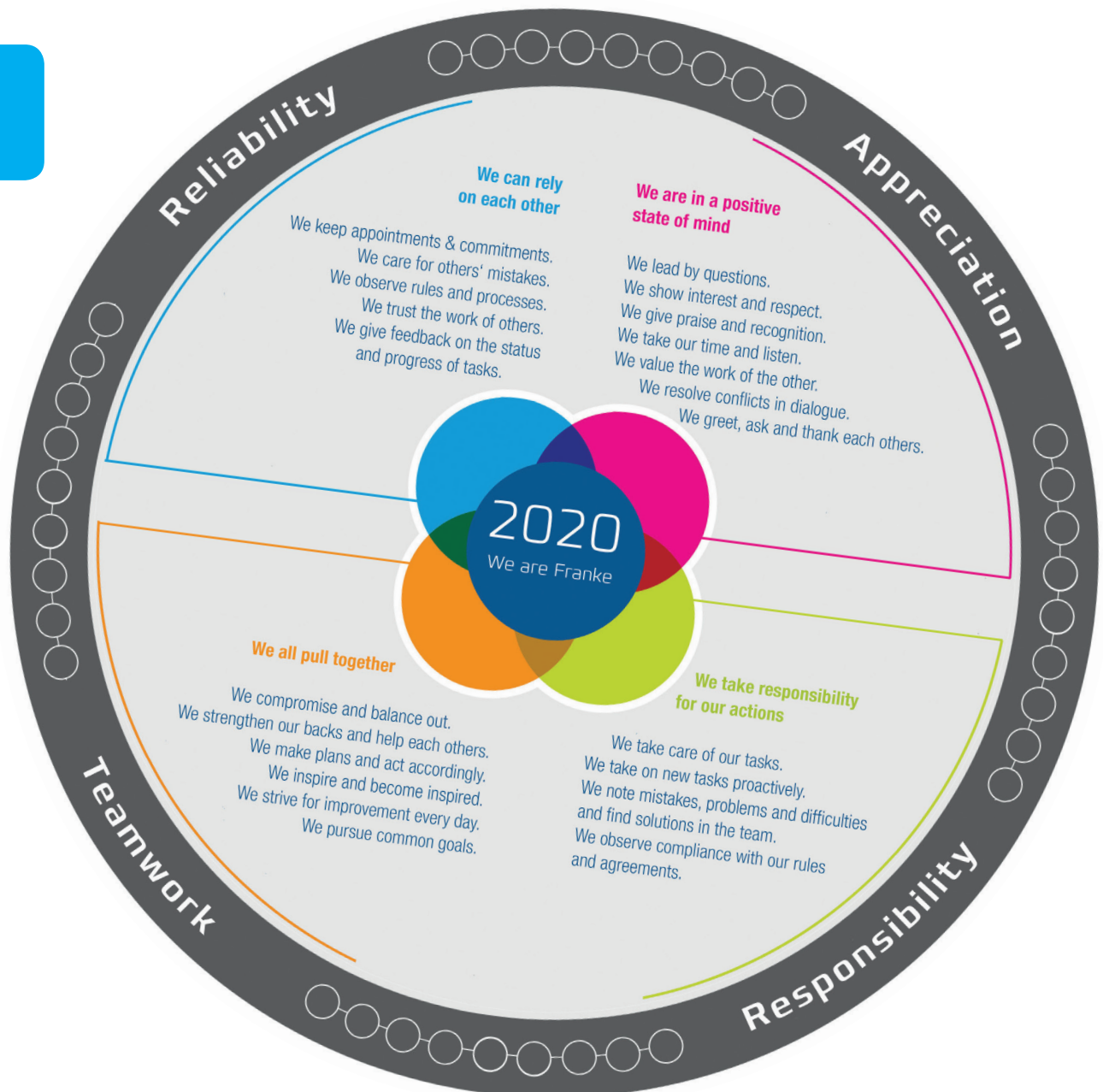
## Cover Story: Appreciation

**Worldwide:** Manufacturers of Knitting Machines visiting Franke in Germany

**Applications:** Slim Bearings and Robots get together

**Trainees:** Opening of the Franke Technikum

**Franke Seniors Meeting 2018:** Tour through plant 5 followed by Come-Together-Party



## Our Values:

That is how we want to deal with each others at Franke.

The value wheel summarizes what is important to us in daily life.  
Great, that we can agree on that!

In our next issues:

Responsibility  
Teamwork

All Around 03.2018  
All Around 04.2018

In this issue:

## Appreciation

We think positive.  
We lead by questions.  
We show interest and respect..  
We give praise and recognition..  
We take our time and listen..  
We value the work of the other.  
We resolve conflicts in dialogue.  
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Dear Employees and Representatives,

Welcome to the second edition of All Around Franke this year. As announced, this time we will deal with the **appreciation** at Franke.

Appreciation is always associated with an inner attitude. The way we meet and approach our fellow human beings says a lot about how important they are to us.

Anyone who manages to maintain a **positive mood**, automatically seems to be more open and friendly to other people. Despite of all the minor and major problems that each of us encounters in our everyday lives.

*„Appreciation shows in both ways:  
in the dealing with others as well as in  
what we are willing to do for them.“*

A friendly smile is a good start. Real appreciation, however, means more. In addition to a friendly tone, appreciation is about being able to empathize with others. Only then will it be possible to correctly assess our behavior. If I know how the other is doing and

what he's thinking, I can see why he is acting like he does. And I can react accordingly.

**Watch - recognize - understand - support - help.**  
And all with a friendly, positive attitude. All this is appreciation.

However, it's not always easy. Especially if your own efforts are not rewarded. In today's times, we like to measure our actions by what it brings, whether it's worth it, or what will come up for us in the end. But this thinking often falls short and we realize only afterwards that there might have been better alternatives for our actions.

Our common goal is to advance our company. That's why we work together day by day. Together, let us pay attention to making our cooperation more valuable to all of us. Each of us can contribute - everyone at his place.

*„Our values apply to all divisions. Measure us and give us feedback if we can  
make something better.“*

**Sascha Eberhard**  
General Manager

**Oliver Schröder**  
Purchasing

**Harald Müller**  
Production

**Stephan Kuhn**  
Technical Sales

**Jörg Egelhaaf**  
Research & Dev.

**Günter Fischer**  
Sales

**Daniel Groz**  
General Manager

## Appreciation in daily interaction: That's how it works!

We all have our tasks that keep us being busy day by day. As we strive to think and understand each other, team-spirit and appreciation will arise all by itself.



### 1. Show your interest and respect.

Whether it is about the daily work, the discussion with colleagues or the planning of the next vacation: if we have interest in something and also show it to the outside, we will reach our goal. If we then succeed in not only focusing on our own interests but also in recognizing the big picture and respecting other views, we are already making a major contribution to strengthening appreciation at Franke.

For example, by ...

- doing a good job.
- supporting the team when it gets stuck.
- realizing that each one of us is as important as ourselves.
- greeting each other and by being thankful and polite.

### 2. Take your time and listen.

Nobody will know everything. Each of us knows best about his job. When it comes to solving problems or coordinating processes, it is important that we inform each other and listen to each other. Even if it costs time at first - this time is well invested. If everyone in our company gets the feeling of being heard, this is also a big step towards appreciation at Franke.

It's actually quite simple, we just have to ...

- realize that we do not always know everything.
- see, our colleagues are also specialists.
- lead conversations on equal terms, regardless of authority.
- listen and shut up from time to time. ;-)





### 3. Resolve conflicts in dialogues.

In conflicts, you can talk to each other or about each other. The one solves problems, the other creates them. The best approach to conflict is direct discussion between the parties. Where this is not possible for any reason, you can get a third party as an intermediary. This includes openness, the certainty of being able to speak freely without fear of disadvantages and an appreciative climate in which different views have the same weight.

Let's clean up conflicts by ...

- trusting us to approach colleagues in case of dispute.
- refraining from talking bad about others.
- seeking for reasonable solutions together.
- leaving the dispute as good colleagues.



### 4. Appreciate the work of others.

Is fixture construction more important than bookkeeping? Does the dispatch department do better work than quality control? Can the management run the company alone? - Not really. We tend to put our own work above everything else and easily get the feeling of being the king of the company. But that is wrong. Each and every one of us makes a significant contribution to the success of us all. And we are important.

We just have to remember that our colleagues ...

- do their best as well as we do.
- have just as many good and less good days as we have.
- have the same share of the company's success as we do.
- often do the preliminary work for us on which we can rely.



Visitors from China

## Manufacturers of Knitting Machines visiting Franke in Germany

Franke Wire Race Bearings for Knitting Machines have a long tradition.



Appreciation of and from our customers.

The knitting machine industry in Asia is one of our most important customers and accounts for around 15% of the turnover in storage elements.

On the 9th of May we welcomed a delegation of Chinese customers. These were manufacturers of circular knitting machines who made a stopover after visiting the needle manufacturer Groz-Beckert in Albstadt and a detour to the Canstatter Wasen.

The group consisted of the next generation of business owners. Many participants attended Franke for the first time. During a presentation and a tour of the company, the advantages of the Franke Wire Race Bearings were clarified. The Franke team consisting of **Stephan Kuhn, Philipp Engert, Petra Abele** and **Adriana Dag** used the opportunity to consolidate their personal relationships with customers and discuss plans for future business.

The Asian knitting machine market is still expanding for Franke. Many manufacturers still rely on simple bearing solutions that significantly reduce the service life and quality of the machines.



To convince these manufacturers of the benefits of wire race bearing technology and win new customers is the big challenge for our team.

This is best achieved in a personal conversation. Mutual visits have therefore been an integral part of customer care and new customer acquisition in the knitting machine sector for many years.

We thank our guests for the visit. Many thanks also to all of the Franke-Team, who contributed to the success of the day.



Exhibitions 2018

## 3D-printed Bearings and Direct Drive Bearings are Highlights

Franke takes part at the ILA Berlin Air Show and at exhibitions in Italy and Austria.

### ILA Berlin Air Show

Interest in 3D printed bearings was particularly high at the ILA. Extreme lightweight construction and custom design are the outstanding benefits.



### All About Automation Friedrichshafen, Germany

For the first time we participated at the regional fair All About Automation in Friedrichshafen in Southern Germany.



### SMART Automation Vienna, Austria

Franke Wire Race Bearings and Linear Systems are also of interest in Austria when it comes to lightweight construction and special applications.



### MECSPE Parma, Italy

Together with our Italian representative HTC we were represented at a major industrial fair in Northern Italy.





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# Franke 2020

The Franke plant in Aalen. 240 people are working together on the development and manufacture of innovative lightweight bearings and linear systems.

- 1| Plant 1 - 1956, Administration, production of wire race bearings
- 2| Plant 2 - 1978, production of housing rings, since 2018 Technicum
- 3| Plant 3 - 2003, Production of linear systems
- 4| Plant 4 - 2006, Production of bearing assemblies, quality management
- 5| Plant 5 - 2018, Production of highly dynamic bearings
- 6| Pfeiffer & May - 2020, Possibility to use another 5.000sqm for future growth

Another info for all fans of drone photography:

In order to be able to create such pictures by ourselves at any time, we bought a GoPro karma drone. The integrated GoPro Hero 6 camera can be flexibly used: by drone as well as by hand-held gimbal or other mounts.





## Bearing Elements

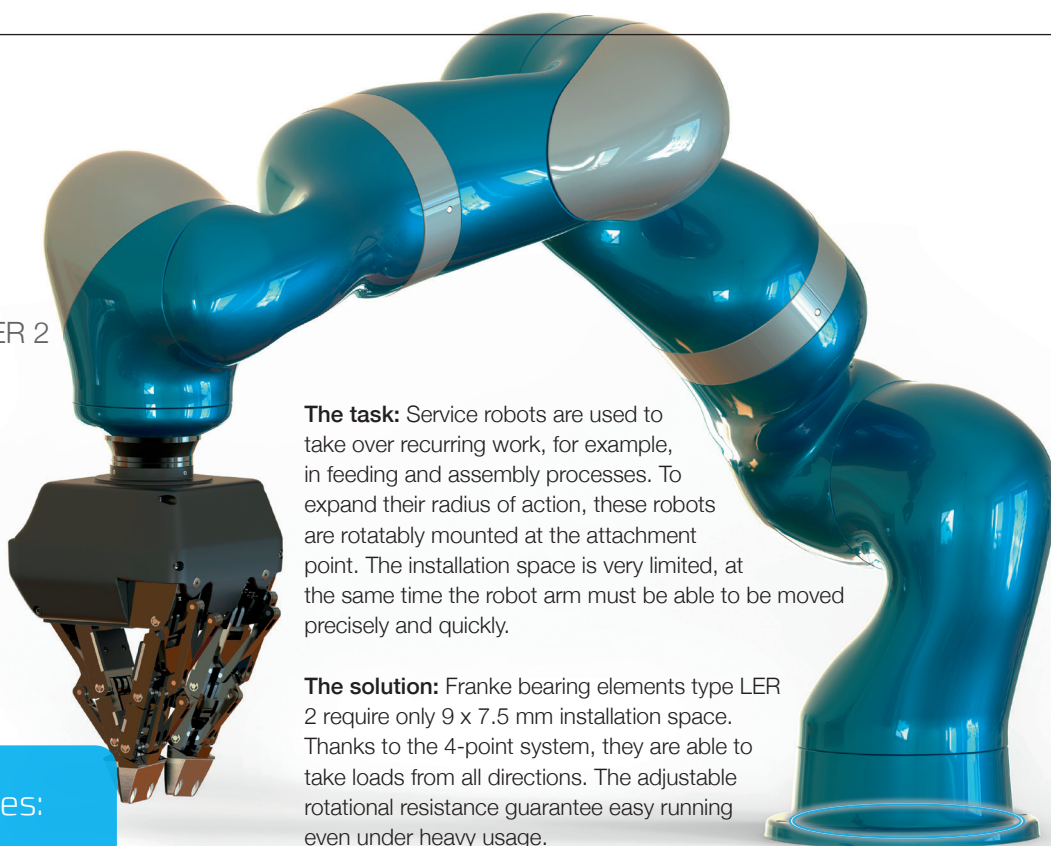
## Rotating foot-mount of a service-robot

Bearing Element Typ LER 2  
with rectangular profile

**Advantages:**

small mounting space, low rotational resistance, fast exchange for replacement, favourable price.

Application examples:  
These customers  
appreciate our products.



**The task:** Service robots are used to take over recurring work, for example, in feeding and assembly processes. To expand their radius of action, these robots are rotatably mounted at the attachment point. The installation space is very limited, at the same time the robot arm must be able to be moved precisely and quickly.

**The solution:** Franke bearing elements type LER 2 require only 9 x 7.5 mm installation space. Thanks to the 4-point system, they are able to take loads from all directions. The adjustable rotational resistance guarantee easy running even under heavy usage.  
(Customer: KEUSCH)

## Bearing Elements

## Axle bearings for driverless vehicles

Double bearing with double row bearing elements type LER 2



**Advantages:** small mounting space, high stiffness

**The task:** Automatically controlled transport vehicles handle the supply and picking of goods or components. They are traveling in large warehouses or assembly halls. Due to sophisticated control systems, these vehicles work very agile and efficient. The vehicle axles are suspended pendulum to compensate for bumps and not endanger the precious load.

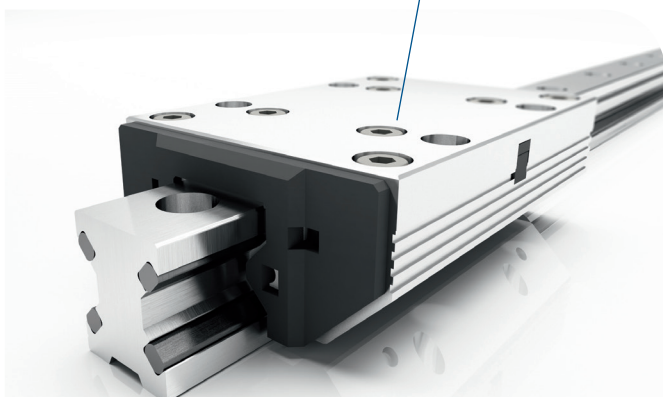
**The solution:** Franke bearing elements type LER 2 with a ball pitch diameter of 120 mm are used for the self-aligning bearing. This series has an extremely small installation space and impresses with its high load capacity and rigidity.

For this application, additional seals were added to the enclosing structure to protect the bearing from environmental impact.  
(Customer: IMETRON)



## Lightweight Linear Guides Door Movement of CNC-Machining Centers

Linear Guides Typ FDA20 with 2000 mm stroke length.



**Advantages:** low sliding resistance, short delivery times

**The task:** The machining areas of modern CNC machines are secured by sliding doors during the machine runtime. The doors are moved by hand. Despite their weight, they should run easily and evenly and close securely.

**The solution:** Franke linear guides of the FDA 20 type are convincing due to their low breakaway torque and extremely light running. Stop screws safely limit the sliding path. The short delivery time and the individual lengthening of the rails to the customer's desired size are further advantages.

(Customer: KASPER KOVO)



## Training, development and test shop under one roof: Franke Technicum starts to work

Inauguration evening with interesting lectures



Collaboration for  
more Innovation

At the inauguration of the Franke Technicum on April 10, 2018, all Franke employees, the team of the Franke sales people as well as the commercial trainees and their parents were invited. The festive opening was accompanied by interesting lectures on 3D printing.

At the opening, Managing Director **Daniel Groz** explained the background and targets of the newly created area to around 80 guests. The Franke Technicum creates space for training and ideas and builds on the inventiveness of our region: even the Romans who once resided here used the term Technicum. The Franke Technicum unites the areas of training and development.

19 apprentices are currently undergoing their apprenticeship at Franke. All training-relevant machines as well as the assembly and testing facilities of the R & D department find their place here. By joining the areas we use synergies of training and development. The teams work together successfully. Our apprenticeship is becoming more attractive and fulfills the continuously increasing demands on a modern apprenticing company.

The cooperation of training and development and external partners regularly produces innovative new products as well as machines and systems for the manufacture of our products, which offer our customers a wide range of benefits. In the field of

lightweight bearings, we were able to use 3D printing to successfully combine a new type of production for our wire-race bearing technology, thus creating an ultralight bearing that is of great interest, for example, in aviation.

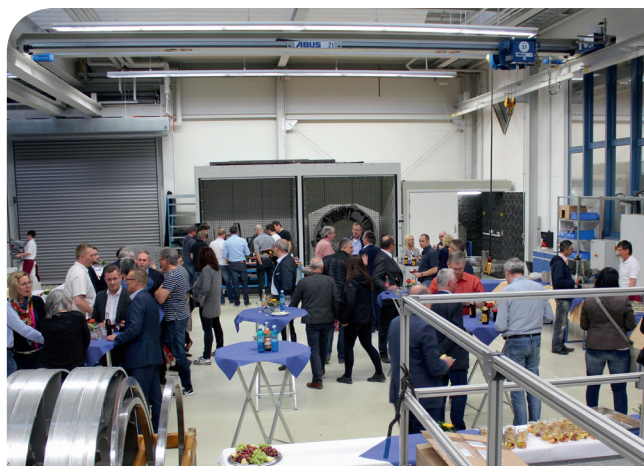


Heavy equipment: The basic housing of a new grinding machine is delivered. The further construction of the machine takes place in the new Technicum.



Ingenuity and technical competence have been the cornerstones of the company since Erich Franke founded the company in 1949 and are still today.

Two guest speakers ensured with interesting lectures and demonstrations that the inauguration of the new Franke Technicum



Numerous guests informed themselves about the tasks of the newly created Technicum and about the various 3D printing processes.

was given an appropriate style.

**Anestis D. Becker**, a student of product design at the prestigious „Hochschule für Gestaltung“ in Schwäbisch Gmünd and a freelance designer for Franke, brought two full-size printers to his lecture on „Plastic 3D Printing“. Colorful objects were created in three dimensions. The diversity and possibilities of this production process are astonishing, as Mr. Becker was able to illustrate in his presentation. From shoe soles to complete homes, the range of 3D-printed objects already extends.

The second guest speaker was **Gregor Graf**, who is in charge of engineering at Rosswag GmbH in Pfinztal. Rosswag is our partner for the use of 3D printing technology for the production of lightweight aluminum bearings. Mr. Graf reported on the Selective Laser Melting (SLS) manufacturing process and talked about how traditional manufacturing methods and innovative processes can be combined to take advantage of both technologies.

It is thanks to Rosswag's great know-how and innovation potential in relation to 3D production technology that Franke can now offer the lightest bearing assemblies on the market.

Together we continue to work on making Franke lightweight bearings become known in selected market segments and gaining new customers. A current example of this is the upcoming ILA fair for aerospace in Berlin. At our booth there, we will also be exhibiting complex 3D-printed components from Rosswag to demonstrate the possibilities of 3D printing.

The moderation of the evening as well as the conclusion of the official part was done by the technical director of Franke, **Jörg Egelhaaf**. In his presentation, he talked about the development

of the Franke lightweight bearing as well as the possible areas of application.

Afterwards, the interested guests enjoyed the delicious buffet as well as the possibilities to get further information about training, development projects or 3D printing. Mr. Becker had brought



Gregor Graf from the company Rosswag (left) in conversation with CEO Daniel Groz. Rosswag specializes in metal 3D printing.

3D-printed key rings in the shape of a rotating Franke logo for distribution to the guests - symbols for an innovative reminder of an all-round successful event.



## Facts & Figures Technicum

Start of planning:	May 2017
Opening:	April 2018
No. of working places:	25
Size:	600 sqm

### Equipment

Office for CAD research, meeting rooms, office of company training management. CNC processing machines and workbenches for in-company training, assembly tables and test cabins for test series and tests on highly dynamic wire race bearings.



# TRAINING AT FRANKE

## APPRENTICES

Dear Apprentices,

our **Technicum** is now inaugurated and working at full speed. We welcomed many parents to the inauguration and hope you have got a good impression of our company and the training at Franke.

Many of you helped to organize the opening and contributed to the success of the event. As so often, the Franke trainees could be relied on when it came to helping out in special missions. Be it at such events, at conferences or just to clean up individual areas.

„For this we would like to thank you cordially today on behalf of the whole company!“

At the moment we are busy to get the „**company in the company**“ rolling. Felix Bartsch had reported in the last issue of All Around about it: the trainees in administration and production work together as a kind of an internal company. Our customer is the manufacturing development. Orders from there are accepted, processed, produced and delivered. This is how we get to know the work steps and organization within a company.

In addition, we are again active at „**Technolino**“. On 16.05.2018 we were in the kindergarten and told the children about the function of ball bearings. It was a very nice day with a lot of positive feedback. The second part will take place on 20.06.2018 at Franke. There is a lot of work to be done to keep the children entertained.

**Luca Lamm** will complete his training prematurely in summer. His very good performances allow him to shorten the apprenticeship. We congratulate and look forward to this success.

From autumn we will have two **new training courses** at Franke. For the first time, a media designer and a specialist in systems integration will start their apprenticeship with us. For both positions we have found promising talents and will tell you more about them in the next issue.

So much for today, best regards,  
Your trainers - Pia Gschwinder & Klaus Mayer



Luca Lamm




New employees / new representation in Northern Germany

# Welcome at Franke!

We wish all new colleagues and partners a lot of joy and success at Franke.


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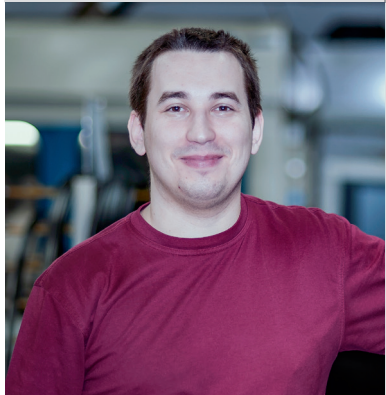
**Eugen Ickert**  
strengthens the  
dispatch team of  
Michael Momesso



→


**Emine Eyrener**  
examines the subject  
„condition monitoring“  
as a student project





←

**Johann Gel**  
is our new colleague  
in the bearing  
production.



←

**Zoran Micic**  
also joins the team  
of dispatch.

## New Representation in Northern Germany

Company AnWeTec starts for Franke on 2nd of July.



The company **AnWeTec** was founded in 2012 by **André Wegner**. Mr. Wegner was previously employed by an industrial agency for 10 years and has made himself independent with representations for the companies Kammerer and Wefapress.




Mr. Wegner has three employees - two of them in the sales department and one who takes care of the EDP systems. From 2 July he will work for Franke the areas of Lower Saxony, Hamburg and Schleswig Holstein.

In the near future André Wegner, **Ina Hinkerode** and **Sandra Rothensee**, who will be responsible for Franke in the future, will receive intensive training to get to know our products and to coordinate the cooperation with the internal contact persons.

We are glad to have won the company AnWeTec for us and look forward to a successful cooperation. [www.anwetec.de](http://www.anwetec.de)

→

**Stefan Bogusch**  
is new in the team of  
wire race bearing  
production.



### Anniversaries April to June

Many thanks for your loyalty

Wilhelm Volk	Construction dep.	40 years
Heidemarie Görke	Construction dep.	30 years
Stefan Wolf	Bearing assembly	10 years
Michael Hauber	Marketing	10 years

### Franke 2020: New tasks

**Rainer Fischer** has become group spokesman for the bearing assembly team.



Senior Meeting 2018

## Breakfast together & the new plant 5

Numerous seniors followed the invitation to the annual meeting.



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