



Case Study TRUMPF IT

The TRUMPF Group is one of the world's leading high-tech companies for machine tools, lasers, and electronics for industrial applications. They pave the way to the Smart Factory. TRUMPF unquestionably care about innovation—for their customers and for themselves. TRUMPF has a strong value system that is characterized by respectful interaction.

OVERVIEW

In 2019, a peer-to-peer appreciation system was established across two sites with the help of Kunveno. The focus from the beginning was on establishing new rituals in team meetings. There, all praise collected on the Kunveno platform is regularly made public and celebrated together. This collaborative effect multiplied the impact of the Kudos and had a culture-building effect for the whole central IT of TRUMPF.



Especially the celebration of the Kunveno ritual has noticeably strengthened the "we feeling" within our organization - *Thomas Speck (CIO)*



CHALLENGE

- Finding an appreciative way of dealing with each other in times of rapid company growth and a pandemic-induced expansion of remote work
- Breaking down silos and establishing a cross-site appreciation culture



BENEFITS

With Kunveno, the appreciation between the teams was measurably improved in several aspects: Regularity, Cross-Team, Public, and in sum, more appreciation was exchanged. This led not only to less flukation and silent quitting, but also to higher productivity.

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Through the rituals, steadily more Kudos were written, especially in times of remote work! This ensures continuity and steadily more commitment!

- Till Beinder (Programm Manager)



SOLUTION

TRUMPF has implemented three core components of Kunveno with which outstanding success has been achieved

01

Kunveno Rituals

With the Kunveno Ritual public praise was integrated into TRUMPF's team meetings as a positive ending full of appreciation!

02

Kunveno Board

This feature displays publicly shared praise so all TRUMPF IT employees get to see the recognition they deserve

03

Kunveno Analytics

The added value of Kunveno is of course measurable. With insightful reports and dashboards, TRUMPF keeps track of KPIs like employee engagement and more

RESULT

1000+
Kudos written

Organic growth without a strong push from the organization

250+
Active Users

Start with approx. 100 users and ram-up to overall IT

40+
Net Promoter Score

NPS measures the probability that users recommend Kunveno to a friend or colleague. A value of over 30 is already considered great

