



alzchem
group

AGILE SCIENCE PURE RESULTS

Alzchem Group AG

THIS IS HOW WE LEAD. WE ACT TOGETHER.

Leadership guidelines are an important component in the development of a clear leadership philosophy. The following guidelines provide us with direction for our daily actions and leadership.

WIR ARE
ALZCHEM.

WE MAINTAIN
AN OPEN
EXCHANGE.

WE ARE SHAPING
OUR FUTURE
SUSTAINABLY.

WE LIVE
RESPONSIBILITY.



WIR ARE ALZCHEM.

Act responsibly and sustainably.

Motivate and develop: Support the professional development of your employees and give them confidence.

Deal **openly with mistakes**. Recognize them early on so that you can learn from them and improve.

Encourage team members to contribute their strengths and ideas.

Respect and accept the **diversity of your employees**: "Diverse" workforces move companies forward.

Create a positive and supportive team culture.

Keep an eye on progress without falling into micromanagement.

Trust your employees.



WE MAINTAIN AN OPEN EXCHANGE.



Communicate **clearly and appreciatively, in a targeted and timely manner.**

Give regular and fair feedback, both positive and negative.

Listen actively and respect the opinions of your colleagues.
Ensure **regular, transparent communication.**

Plan time for **personal dialog.**

WE LIVE RESPONSIBILITY.

Be a **role model** – live the values and expectations you demand from your team.

Resources and risks: Live your role as if Alzchem were your own company.

Stand up for the **health and safety** of your employees.

Accept **responsibility** and stand by your decisions.

Continually set yourself new **goals** and pursue them with a focus on results.

Work on your leadership qualities and skills. Reflect on yourself regularly and actively request feedback.





WE ARE
SHAPING
OUR FUTURE
SUSTAINABLY.

Develop a **clear vision** and share it with your team so that our company continues to develop for the **future**.

See change as an opportunity: question established processes and adapt them to get the best out of them.

Create space for **creativity and innovation**.

Act proactively in **times of change**. React **quickly and agilely** with the team to changing conditions and requirements.

Let us use the
ADVANTAGE of
being a **MEDIUM-
SIZED COMPANY!**



Alzchem Group AG
CHEMIEPARK TROSTBERG
Dr.-Albert-Frank-Str. 32
83308 Trostberg
P + 49 8621 86-0
info@alzchem.com



alzchem.com