

# Top Talents for Top Company

A Cooperation between ZFLS – HTW Aalen –  
Southeast University



Schwäbisch Gmünd, October 2013

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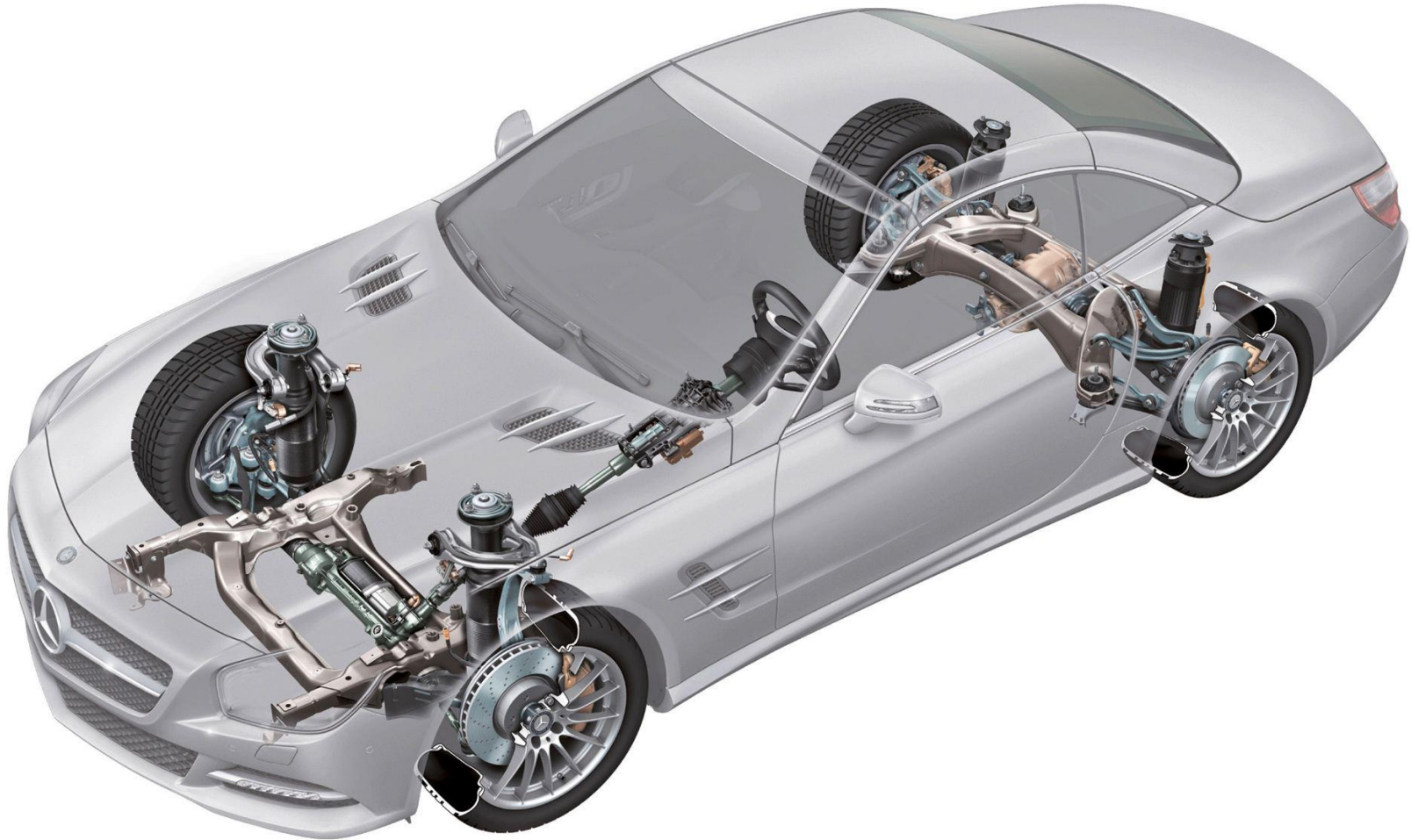
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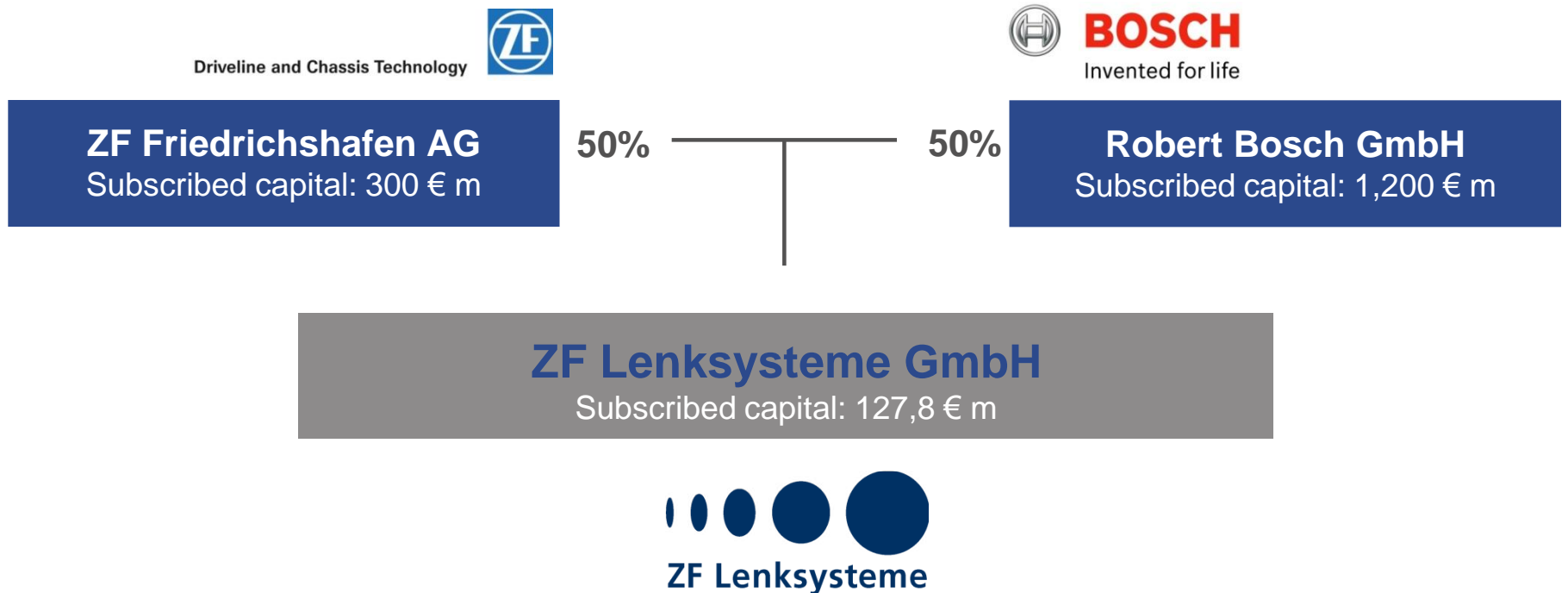
- I. General introduction**
- II. ZF Lenksysteme GmbH**
- III. Aalen University of Applied Sciences**
- IV. “Top Talents for Top Company”**
- V. Question & Answer**

# I. General introduction



## II. ZF Lenksysteme GmbH

ZF Lenksysteme GmbH (采埃孚转向系统有限公司) is a joint venture between Robert Bosch GmbH and ZF Friedrichshafen AG. ZFLS is a pacesetter and trendsetter in the field of steering systems for passenger cars and commercial vehicles.



## II. ZF Lenksysteme GmbH

### ZFLS Concern

- 1937 ZF opens plant in Schwäbisch Gmünd
- Since 1999 headquarters are located in Schwäbisch Gmünd (approximately 50 km east of Stuttgart)
- Around 5,000 employees work in Schwäbisch Gmünd in three factories
- ZFLS maintains 18 locations worldwide in eight countries
- A total of more than 13,500 employees worldwide





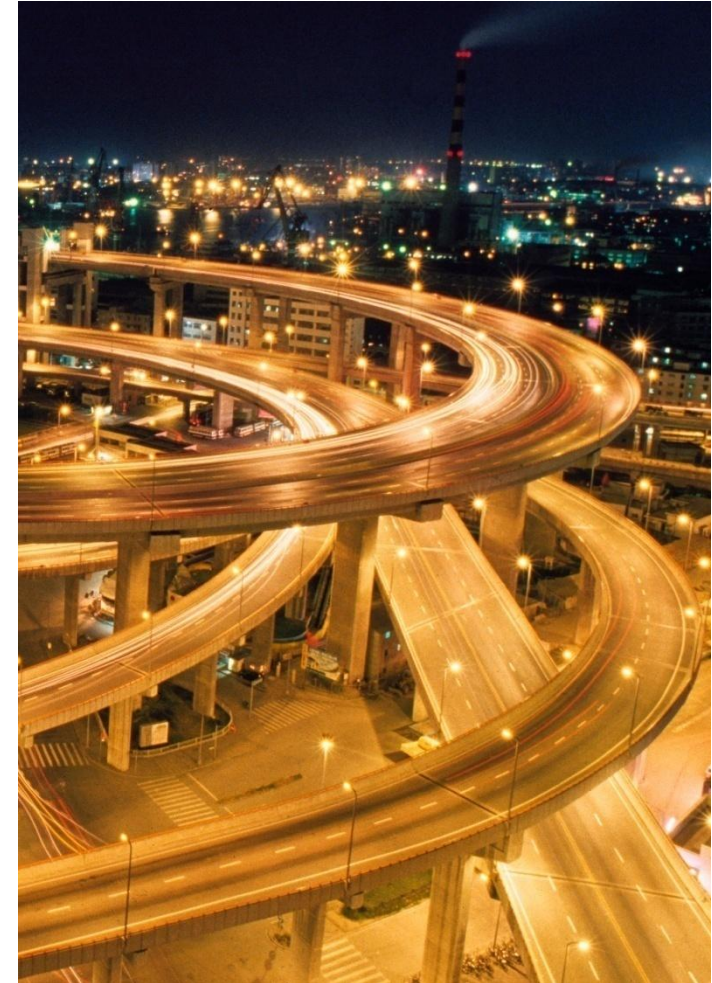
## Manufacturing Locations



**18 Locations**  
**8 Countries**  
**4 Regions**

## 2012 at a glance

	2012	2012/2011
Turnover	3,977 € m	+12 %
Employees	12,717	+8 %
Investment	336 € m	+17 %
R&D costs	195 € m	+14 %
Operating Profit	160 € m	-10 %
Equity capital ratio	30 %	-9 %
Yield in sales	4,0 %	-20 %





## Market Positions 2012 (based on number of units)

<b>Products</b>	<b>Position Worldwide</b>
Hydraulic Steering Gears for Commercial Vehicles	1.
Pumps for Passenger Cars	1.
Pumps for Commercial Vehicles	1.
Steering Columns for Passenger Cars	2.
Steering Gears for Passenger Cars	3.

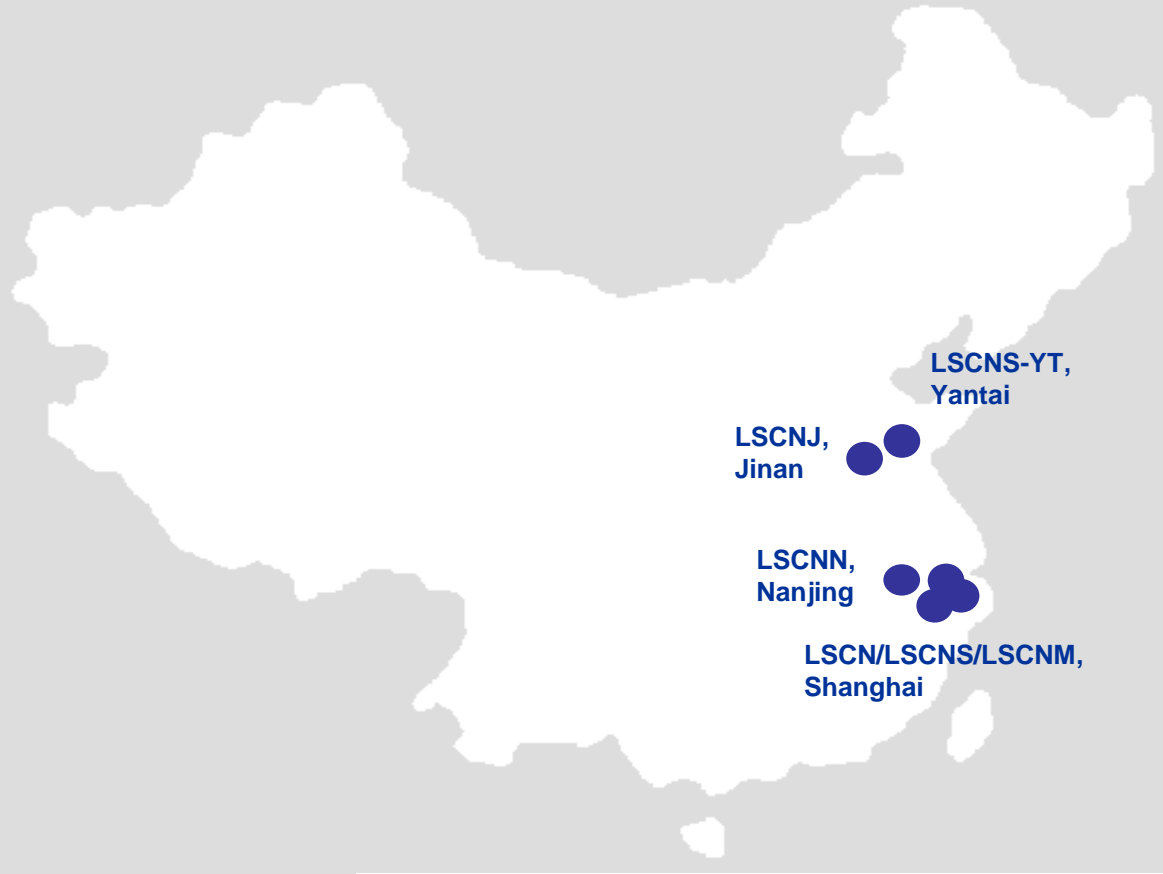
No. in brackets: previous year position

# II. ZF Lenksysteme GmbH

## ZFLS in China

4 Manufacturing Locations

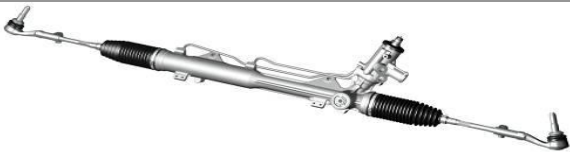
2362 Employees



Electric Power Steering Gears (EPSc)



Electric Power Steering Gears (EPSdp)



Rack & Pinion Hydraulic Power Steering Gears (HPS)



Steering Column (PC)



Steering pumps (PC/CV)



Servocom (CV)

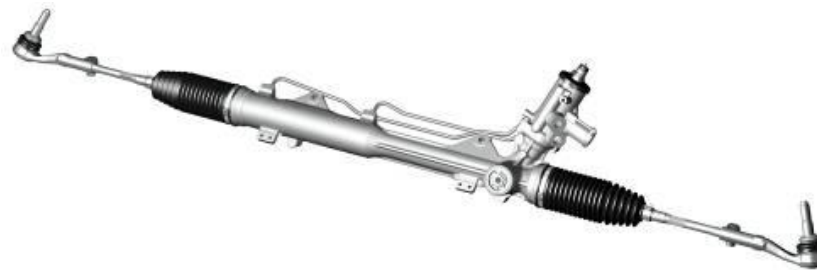
### Steering Gears for Passenger Cars: Product Range



**Electric Steering Gears**  
(Servoelectric)



**Superimposed Steering Systems**  
(Active Steering)



**Rack & Pinion Hydraulic Steering Gears**  
(also speed-dependent - Servotronic)

### Steering Columns for Passenger Cars: Product Range



Height-adjustable



Height and tilt-adjustable with crash function acc. to FMVSS 208



Height and tilt-adjustable



Electrically adjustable with single motor adjustment as lightweight model

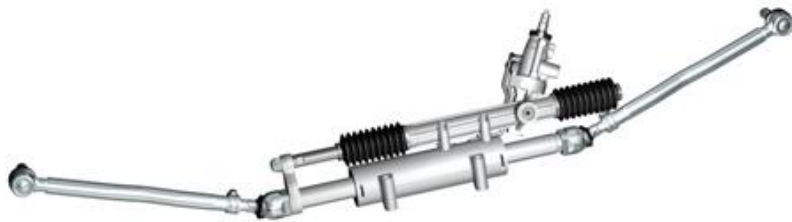
## Steering Gears and Steering Columns for CVs: Product Range



Servocom



Servotwin



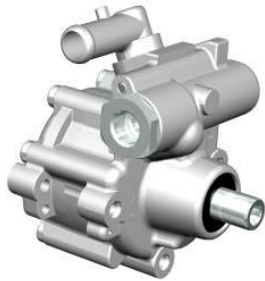
Servoline



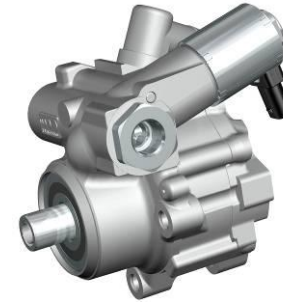
Steering Columns



## Pumps: Product Range



Conventional vane pumps



Energy-saving pumps as regulated constant pumps



Vane pumps with variable supply volume (Varioserv)

# II. ZF Lenksysteme GmbH

## Customers: Passenger Car Business



CHRYSLER

DAIMLER



HONDA

PSA PEUGEOT CITROËN



JAGUAR

PSA PEUGEOT CITROËN



VOLVO



TOYOTA



OPEL



RENAULT



mazda



SEAT

## II. ZF Lenksysteme GmbH

### Customers: Commercial Vehicle Business



DAIMLER



TADANO **FAUN**



GROVE.



IVECO

LIEBHERR

LEYLAND TRUCKS



PACCAR



SCANIA



# ZFLS in China (Customers Passenger Car)



# ZFLS in China (Customers Commercial Vehicle)





### Our ZFLS Values

- ✓ Diversity and respect
- ✓ Integrity, honesty and reliability
- ✓ Performance, competition and recognition
- ✓ Responsibility and identity
- ✓ Trust, openness and a culture of feedback



## ZF Steering Jincheng (Nanjing) Co. Ltd.

采埃孚转向泵金城(南京)有限公司

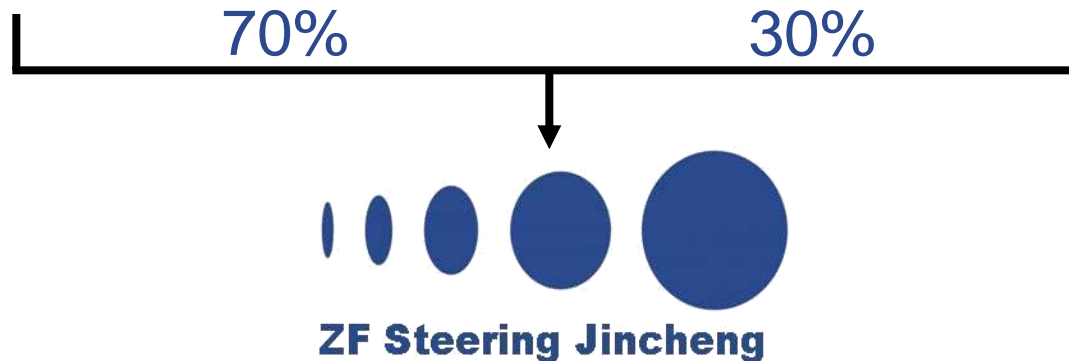




- Steering Gear  
转向器
- Pumps  
泵
- Steering Column  
转向管柱
- EHPS System  
电液压力转向系统



- Motorcycles  
摩托车
- Aeronautic Equipment  
航空机载设备
- International Trade  
国际贸易
- Engineering Hydraulic Pressure Products  
工程液压产品





ZF Lenksysteme GmbH 采埃孚转向系统有限公司





Jincheng Group 金城集团



Nanjing, China  
南京, 中国



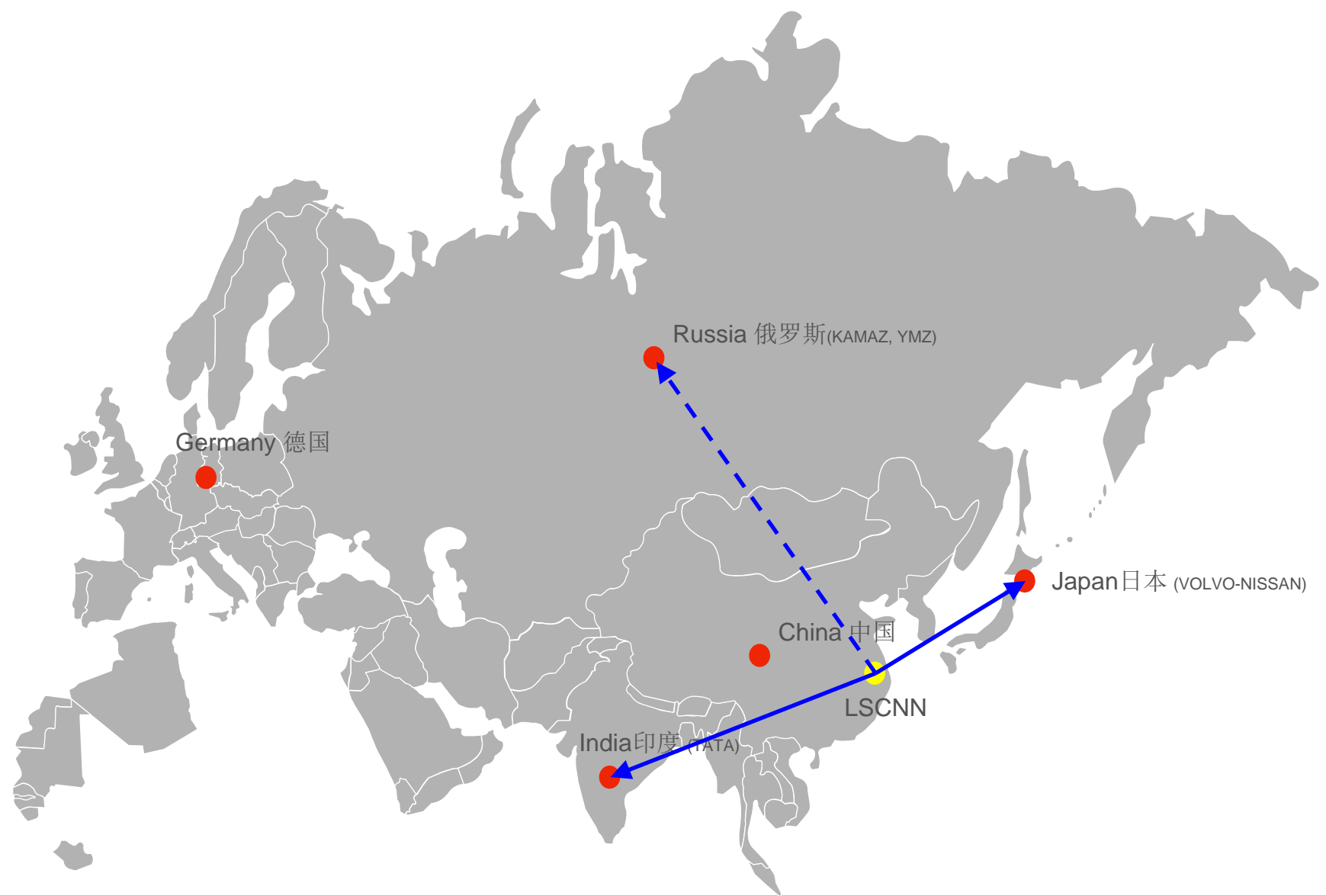
# Customers

## 客户



DAIMLER

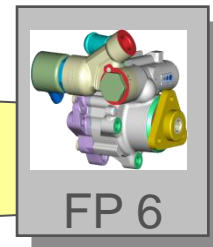
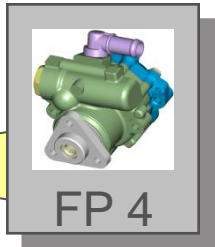




# Product platform 产品平台

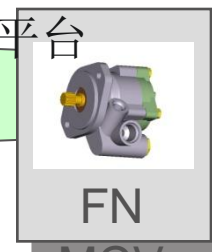
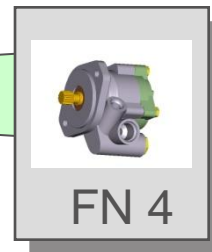
## FP PC/LCV platform

乘用车/轻型商用车平台



## FN MCV/HCV platform

中/重型商用车平台



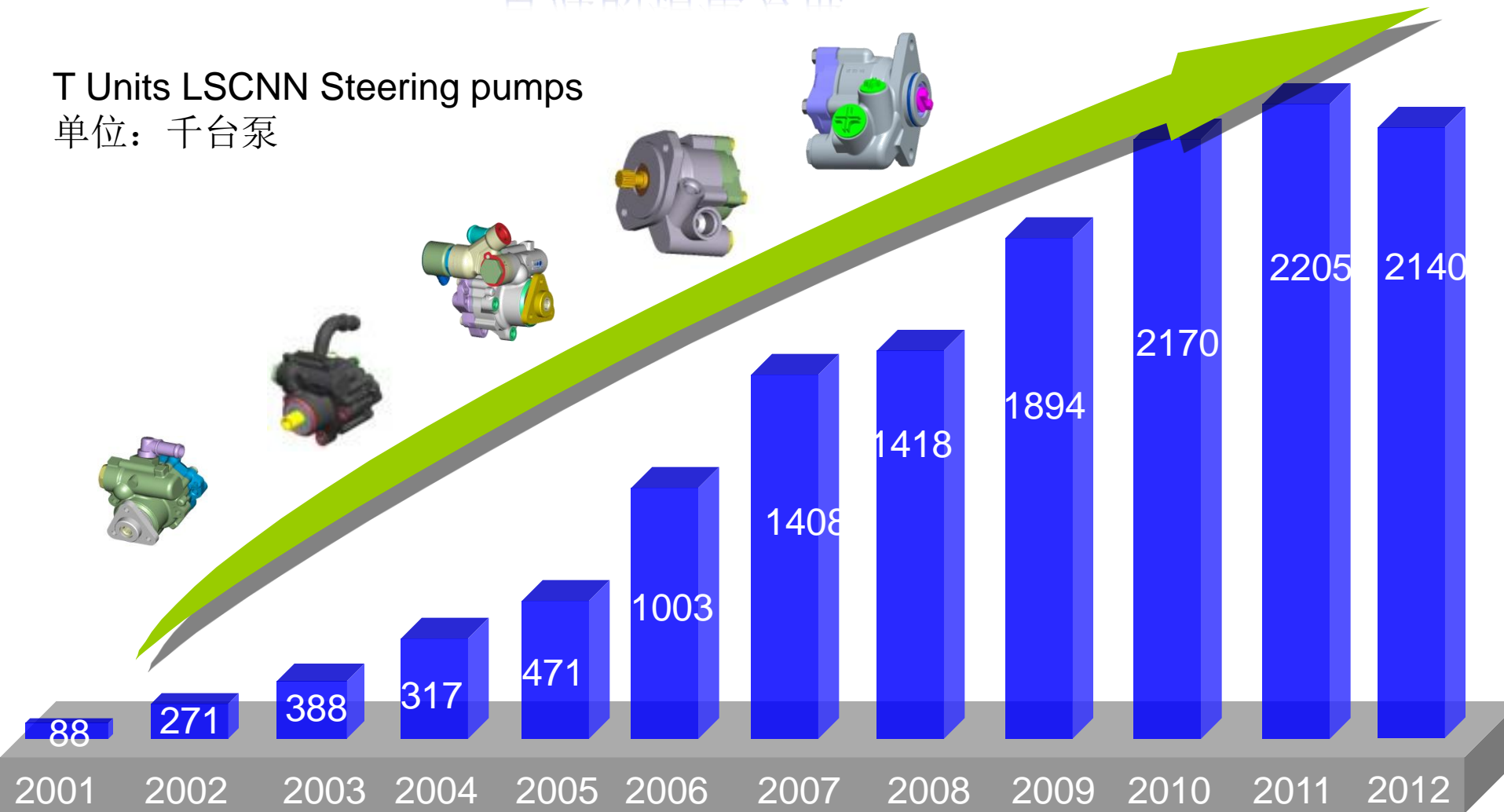
## R&D capability 研发职能

Supporting  
product development



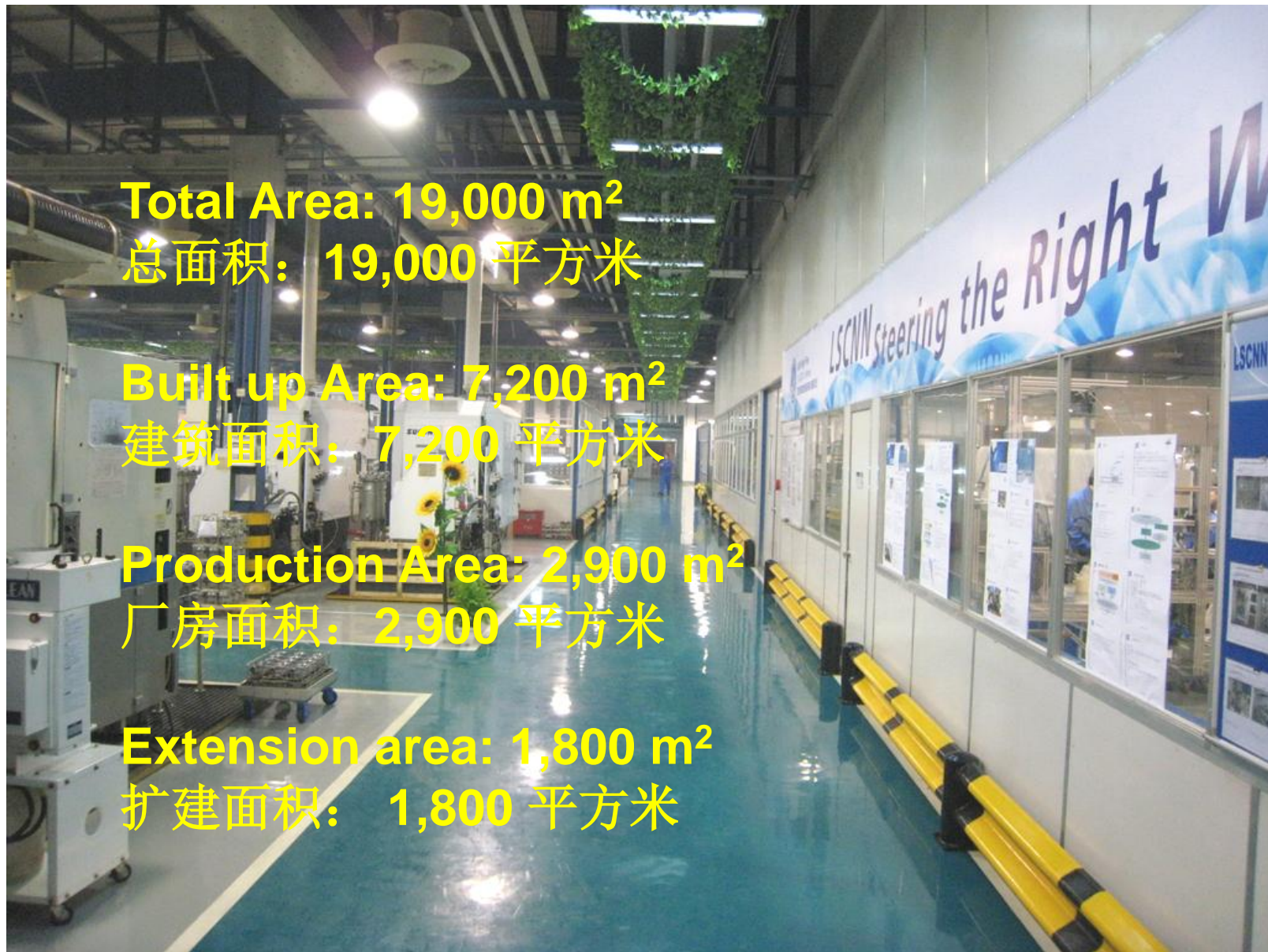
# Aggressive Sales 良好的销售发展

T Units LSCNN Steering pumps  
单位：千台泵



Sales Volume 销售数量



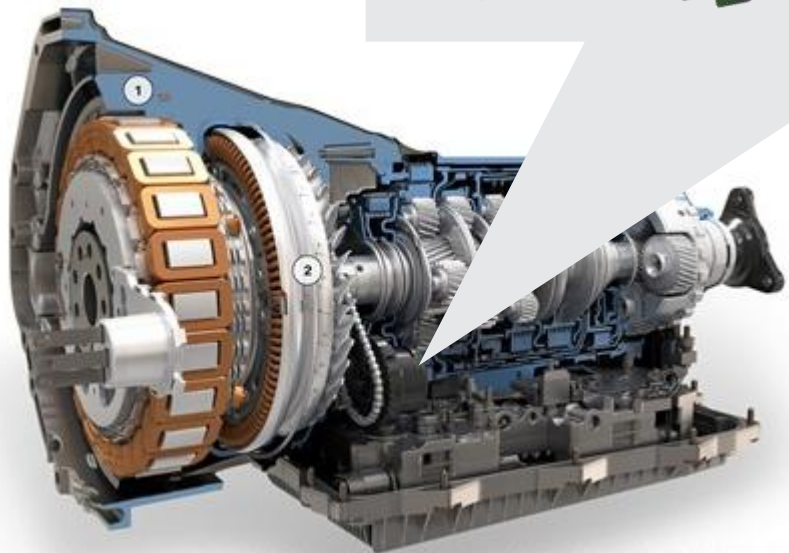
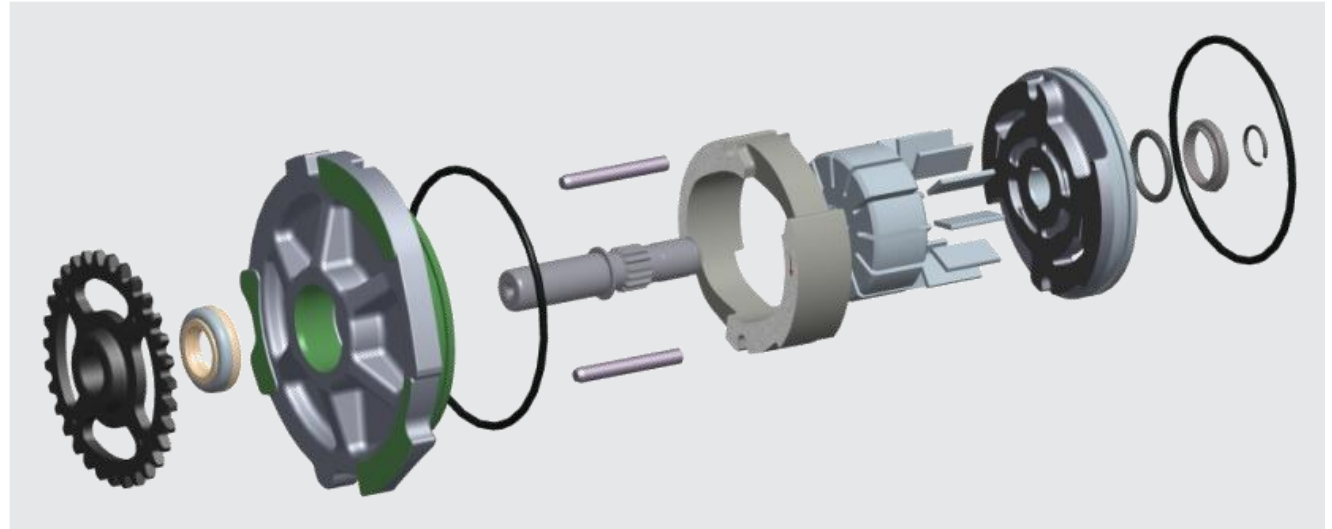


**Total Area: 19,000 m<sup>2</sup>**  
**总面积: 19,000 平方米**

**Built up Area: 7,200 m<sup>2</sup>**  
**建筑面积: 7,200 平方米**

**Production Area: 2,900 m<sup>2</sup>**  
**厂房面积: 2,900 平方米**

**Extension area: 1,800 m<sup>2</sup>**  
**扩建面积: 1,800 平方米**



SOP : 2014



## ZF Lenksysteme (Nanjing) Co. Ltd. (LSCNa)

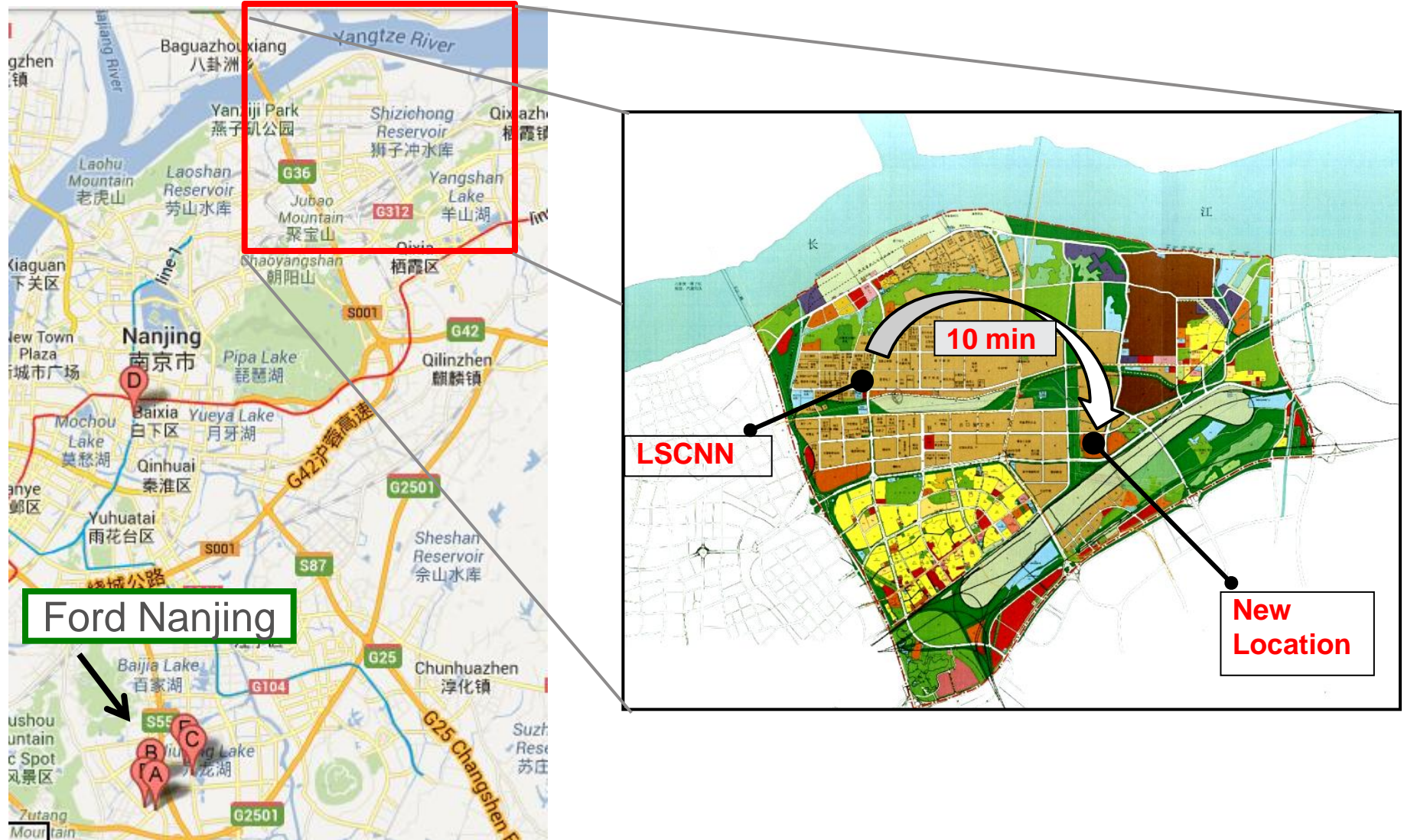
采埃孚转向系统(南京)有限公司





# Project Overview

## Nanjing Economic & Technical Development Zone NETDZ





# Project Overview





# Impressions from Nanjing

Office containers in LSCNN prepared for this project



site in preparation



# Company key figures

Company Mode:	100% ZFLS company
Start construction:	end of 2013
Building ready:	Jan. of 2015
Building area:	30000m <sup>2</sup> (phase 1 + 2)
Customer SOP:	Jul. 2015
Headcount:	approx. 400 (planned)



Electric Steering Gears  
(Servoelectric)



## Geographical Location of Aalen





# III. Aalen University of Applied Sciences



5000 Students

28 Bachelor Programs

19 Master Programs

9 Further Education  
Programms



## Schools

# Business

Management and Business Sciences



Mechanical Engineering and Materials Science



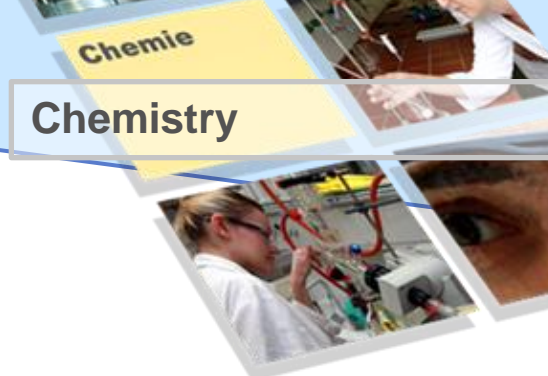
Optics and Mechatronics



Electronics and Computer Science



Chemistry



# Engineering

## Practice Orientation

- Professors with longstanding professional experience in industry
- Lecturers from industry
- Students with professional experience (e.g. dual system education before studies)
- Company excursions on a regular basis
- Student workers at the university getting involved in research
- Placements and Bachelor Thesis in industry
- Industry present on campus on multiple occasions  
e.g. yearly recruitment fair





# III. Aalen University of Applied Sciences

## Global Players in the Neighborhood of the University



## III. Aalen University of Applied Sciences

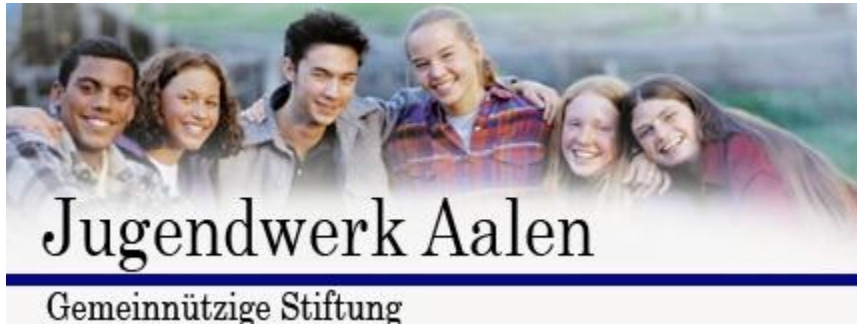
### Internationalization

- 94 partner universities on every continent
- Today 500 international students from more than 60 nations
- One third of Aalen University graduates complete at least one semester abroad as part of their studies
- International projects: participation in internationally funded research and education projects



# III. Aalen University of Applied Sciences

## Accommodation



5 “official” student residence halls

+ a number of private residence halls

Also opportunity for private accommodation  
in so called student flats

The University Association „International  
Society Aalen e.V.“ reserves accommodation  
for exchange students

New exchange students from partner  
universities possess highest priority



**Carl-Schneider-Wohnheim,**  
Rombacher Straße 91



Wohnheim AA-Unterrombach,  
Steinertgasse 10

[Details](#)



Wohnheim "Burren",  
Anton-Huber-Straße 5,7,9,11

[Details](#)



Studentendorf Wellandstraße,  
Wellandstr. 14 - 14/6

[Details](#)



Wohnheim AA-Dewangen,  
Leintalstraße 6

[Details](#)

# III. Aalen University of Applied Sciences

## Resources for International Students

Housing Assistance

Orientation Weeks

**Information Sessions**

**Activities**

German Language Classes

UStA/AStA

**Excursions and other activities**

MOST KIND ([www.most-kind.de](http://www.most-kind.de))

**Excursions**

**Intercultural Trainings**

**Buddy-Tandem Program**

Student Residence Hall Tutors

University Cafeteria and Refectory



**MOST KIND**

Mentoring **OST**württemberg  
Kooperative **I**ntegration  
Nicht-**D**eutscher Studierender

## IV. “Top Talents for Top Company”

### TTTC Program

- Cooperation between
  - ZF Lenksysteme GmbH
  - Aalen University of Applied Sciences
  - Top Chinese universities
- One semester of study at Aalen University of Applied Sciences
- Six months internship and thesis at ZFLS headquarter in Germany
- Preferential treatment in joining ZFLS subsidiaries in China



## IV. “Top Talents for Top Company”

### Highlights

- Practice oriented study and international learning environment at Aalen University
- Internship at ZFLS headquarter
  - ✓ Expansion of specific ZFLS know-how (e.g. products, processes, systems)
  - ✓ Development of professional skills (especially in technical areas)
  - ✓ Getting to know the ZFLS culture and building relationships within ZFLS international network
  - ✓ Strengthen bond between ZFLS as future employer and Chinese students
- Improvement of foreign language skills
- ZFLS provides scholarship for students
- Preference for joining ZFLS subsidiaries in China after graduation



# IV. “Top Talents for Top Company”

## Universities and majors

### *Universities:*

- **Shanghai:** Jiaotong University
- **Nanjing:** Southeast University
- **Jinan:** Shandong University



### *Interesting majors for TTTC 2014:*

- Mechanical Engineering
- Production Engineering
- Electrical Engineering
- Mechatronics



## IV. “Top Talents for Top Company”

### Time Schedule (2014)

- Till Aug. 2014 → preparation in China (German language course B1 / Visa /...)
- Sept. 2014 → intensive language course at HTW Aalen (Level: B2)
- From Oct. 2014 → one semester study at HTW Aalen  
→ in parallel language course (German)
- Afterwards → six months internship & thesis at ZFLS in Schwäbisch Gmünd  
→ graduation at Chinese university
- Upon graduation → Preference in joining Chinese ZFLS locations



# IV. “Top Talents for Top Company”

## Language courses Nanjing (2014)

教育机构 Training company	Content 内容	Hours 时长	Price 费用
Oufeng 欧风	Buch : Passwort Deutschland 走遍德国, 内部补充教材	<b>500 hours/课时</b>	10000RMB/元
Shitou 石头会说话	Buch : Passwort Deutschland 走遍德国	<b>120 hours/课时</b>	5000RMB/元
Jinling 金陵翻译学院	Buche : Stichwort Deutschland 《新求精德语强化教程》初级, 适合零起点	<b>450 hours/课时</b>	5500RMB/元
	Preparatory class for TestDAF, reach B1 level, for student have already 260hours German study 德福考试预备班 适合260学时德语基础学员直达欧标B1级 《新求精德语教程初级下册》《走遍德国》初 级3	<b>240hours/课时</b>	5500RMB/元

# IV. “Top Talents for Top Company”

## Requirements (2014)

### *Who?*

- Two Trainees from each university in Shanghai, Nanjing and Jinan
- Bachelor students who begins with the 7<sup>th</sup> semester

### *Competency?*

- Professional skills
- Sufficient foreign language skills (English - CET 6 & by Sept. 2014 German - B1 )
- Individual skills and social competency
  - ✓ communication skills
  - ✓ self management (goal orientated, problem solving, time management etc.)
  - ✓ intercultural competency
  - ✓ creativity and persistence
  - ✓ team skills
  - ✓ etc.

## IV. “Top Talents for Top Company”

### Application

Please send the following documents **to the ZFLS contact in China:**

- Application letter & CV (English & Chinese Version)
- Two 2# photographs
- A copy of your Exam Result Certificate of the past semester
- Recommendation letter from your tutor is preferred

You may submit the documents mentioned above **via email or in hardcopy.**

**Application deadline: November 18th, 2013**

# IV. “Top Talents for Top Company”

## Contacts

### Nanjing

#### **ZF Steering Jincheng Co. Ltd.**

No. 341, Yaoxin Road,

Nanjing, P. R. China 210038

Tel No.: + 86 (0) 25 - 8575 8106

#### **Ms. LI, Shelly**

shelly.li@zf-lenksysteme.com

### Germany

#### **ZF Lenksysteme GmbH**

Richard-Bullinger-Str. 77

73527 Schwäbisch Gmünd, Germany

Tel No.: + 49 (0) 07171 – 31 0

www.zf-lenksysteme.com

#### **Ms. WANG Ying**

ying.wang@zf-lenksysteme.com

#### **Aalen University of Applied Sciences**

aaa@htw-aalen.de

www.htw-aalen.de





# Any further questions?

**Thank you very much for your attention**

More information about ZFLS at:  
[www.zf-lenksysteme.com](http://www.zf-lenksysteme.com)