Lead our team through continuous development

Sustainable development in a corporate environment

Ken Loh, Head of Asia-Pacific Region
Kalmar in brief

- Kalmar is the market leader in container handling equipment, port automation and services.
- Our customers include port and terminal operators, distribution centres and industry.
- Kalmar’s sales totalled EUR 1.5 billion in 2014 and we employ 5,300 people globally.
- Kalmar is part of Cargotec. Cargotec’s sales totalled approximately EUR 3.4 billion in 2014 and it employs approximately 11,000 people.
One in four container movements around the globe is handled by a Kalmar solution.
A global reach with personnel in 30 countries and sales and service in 100 countries
Observing the mega trend

Global growth in 2015–16 is projected at 3.8 and 3.7 percent, improving from 2014.

US dollars has appreciated. In contrast, the euro and the yen have depreciated and many emerging market currencies have weakened.

Oil prices continue to race downwards.

Lower growth in China and its implication for emerging Asia.

Increasing labour cost & declined labor participation rate.
Our competitors 1980–2010

- Lancer Boss
- SVETRUCK
- Hyco
- Dalian Folklift
- Komatsu
- SMV
- CVS Ferrari
- Fantuzzi
- Belotti
- Lancing
- Linde
- TCM
Market consolidation
The landscape has changed
…..What has not changed?

The future success of a company is still dependent on its ability to invest in meeting customer needs and improving its competitive position.
New Strategy map since 2013

Vision: To be our preferred partner of our customers

Mission: To improve the productivities of our customers’ business

Financial Perspective
- Profitability
  - Improve Cost Structure
  - Improve Offering Mix
- Revenue Growth
  - Maintain Market Share
  - Expand Revenue Opportunities

Customer Perspective
- Distribution
- Price
- APD
- Integration
- Quality
- Service
- Solution Selling
- Brand

Internal Process Perspective
- Operations Management Processes
  - SOP / 5S / 8 Steps
  - Process Improvement
  - SCM
- Project Management Processes
  - Project Initiating, Planning, Execution, Control and Closing
- Innovative Processes
  - New Offerings and Segments
- Hybrid Mode
  - Account Management
  - Dealer Management
  - Voice of Customers

Learning & Growth Perspective
- Human Capital
  - Employee mix
  - Expertise Acquisition
  - Training
- Information Capital
  - Knowledge Management
  - Business Intelligence
  - Data Management
- Organisational Development
  - Teamwork
  - Leadership
  - Change Management

Values: Innovation + Promises + Do It Together + Lifetime Care

Vision:
To be our preferred partner of our customers

Mission:
To improve the productivities of our customers’ business

Our Resolution

Differentiation

Offering Attributes

Marketing

24 July 2015
Offering Approach
Traditional Segment
Upstream services and product development
New Business Segment
Automation and Port Crane projects
People
Approach
Generation shift

- **Baby Boomers**: 1946-1964
  - Strong on traditional leadership skills
  - Innovative
  - Open-minded

- **Generation X**: 1965-1979
  - Socially progressive
  - Change oriented
  - Culturally sensitive
  - Confident

- **Generation Y**: 1980-1994
  - Ambitious
  - Socially confident
  - People Oriented
  - Abstract thinking

Source: *‘The Great Generational Shift: How leadership styles differ across the generations’, Hudson Research 2014*
Develop our people

Human Capital
- Attraction
- Retention
- Branding

Knowledge Management
- Engaging
- Sharing
- Genius Bar

Organizational Development
- Change Management
- Leadership
- Team of Engineers
Developing the team
Employee Survey – Compass 2014

- Organisation
- Culture and Values
- Leadership
- Individual
- Vision and Strategy
Leadership Program - 360° assessments

- Participant (focus person)
- Internal customers
- Manager & Matrix manager
- Direct report = Subordinate
- Colleagues
Orientation – Kalmar Experience Day
Workshop: RAPID Training
Workshop: Team Building
Kalmar Boot Camp
Joint Project with Hang Seng Management College

- Supply Chain Management and Project Management
- Knowledge Management
- Innovation and Creative Thinking
Communication - Embrace the new digital age
Recruitment on LinkedIn

Kalmar offers the widest range of cargo handling solutions and services to ports, terminals, distribution centres and to heavy industry. Kalmar is the industry forerunner in terminal automation and in energy efficient container handling, with one in four container movements around the globe being handled by a Kalmar solution. Through its extensive product portfolio, global service network and ability to enable a seamless integration of different terminal processes, Kalmar improves the efficiency of every move. Kalmar employs approximately 8,200 people around the globe.

- Kalmar website: http://www.kalmarglobal.com

Kalmar is part of Cargotec. Cargotec’s sales totalled approximately EUR 3.4 billion in 2014 and it employs approximately 11,000 people. Cargotec’s class B shares are quoted on NASDAQ OMX Helsinki Ltd under symbol OGCBV. http://www.cargotec.com

Specialties
Cargo and container handling solutions, machinery, equipment, automation, services, energy efficiency, ship-to-shore and yard cranes, straddle and shuttle carriers, reachstackers, empty container handlers, terminal tractors, forklift trucks

Website
http://www.kalmarglobal.com

Industry
Machinery
Type
Public Company

Company Size
5001-10,000 employees

Recent Updates
Kalmar is hiring: Controller
Careers at Kalmar · See more jobs · 3 days ago

Interested in Kalmar?
Learn about our company and culture.
5 jobs posted
Learn more

Ads You May Be Interested In

Executive Jobs in HK
Not getting paid what you deserve? Register & apply for $100K jobs in Asia.

Internet age management
Uncertainty, agility, algorithms, digitization. Read Ram Charan’s new book.

Awesome landing page
Landing pages for small businesses with high conversion rates.

Affiliated Company Pages

Cargotec Corporation
Hiab
Bromma Conquip
Orientation – Kalmar Learning Site

Welcome to Kalmar Induction

On this page you will find out what is essential for you to know as Kalmar citizen.

Objectives of the Kalmar's induction package:

- To get acquainted with Cargotec’s ethical guidelines and key procedures
- To introduce Kalmar values, business strategy and global operations
- To get an understanding of our operating environment and customer segments
- To learn basics of our offering
- To learn about the organization
- To get familiar with our way of working and where to find more information

Cargotec ethical guidelines and key procedures

- Code of Conduct (Take mandatory e-learning and see Code of Conduct on Flow)
- Cargotec Policies
- Cargotec Processes QPR portal (personal login into Integrated Management System)
- Cargotec Human Resources on Flow
- Manage Crisis Procedure e-learning and the Serious Incident Flow page
- Competition Compliance Programme
- Learning Site: check out all other interesting training materials and possibilities, such as EF’s online Business English studies and much more

Kalmar values, business strategy and global operations
Promote new technologies to personalize internal and external communications
Global HR information system – Zone

Welcome to the ZONE

PDP in zone

It's time to complete your PDP discussion and document the results to ZONE!

My Info Links

Go To
- Public Profile
- Employment Information
- Personal Information
- Pending Requests
- Extended Profile
- Background Information

Links

Org Chart
Help & Tutorials
Edit
CSC Service Portal

To Do

- You have caught up!

Recently Completed (0)

There are no recent completions.

My Targets

2015 Target Plan
Your Target plan is currently empty.
What are we looking in you?
Innovation way of working

Adaptive

Creative

Critical thinking

Selling skills

Communication skills

Proactive
How innovation affects your career?
WE ❤ customers

Customer Experience
Personal Productivity
The Drive for Innovation comes from YOU
People Oriented
Curiosity
Making your every move count