

SM 210319 CophySheet 2021

Understanding the New Update



qualitativ ? – innovativ ? – leistungsbereit ? – flexibel ? – kompetent ? – werdebewusst ?

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The Way We Want To Be

SM 131203

KSG "Cophy Sheet" 2021

Character Markers "For internal and external perception" – Being good, the basis of our conduct and actions.



Five-Question Test: 1. Is it true?	2. Am I honest, sincere and open?	3. Is it fair?	4. Will it promote trust and goodwill?	5. Will it promote the well-being of everyone involved?		
OBLIGATIONS -> QUALITATIVE	INNOVATIVE	PREPARED	FLEXIBLE	COMPETENT	VALUE-ORIENTED	
Definition, what is involved Creating trust. Thoughts and actions that lead to greater effectiveness, tangible well-being and recognition.	The ability and courage to develop new ideas and the personal initiative to implement improvements within the framework of the company's fundamentals and goals.	Full engagement of one's own abilities and resources in facing our goals, addressing them jointly and without reservations, even going above and beyond one's own responsibilities to do so.	The ability and readiness to react to diverse situations appropriately and more quickly, effectively and convincingly than others.	Recognised competence and proven knowledge in leadership and one's professional field, paired with practical intelligence, common sense and communication skills.	Be virtuous and holistically healthy, adhere to the UN Declaration of Human Duties and Responsibilities, the Trust Ethos and this Cophy Sheet. Find happiness in increasing the substance and meaning of the tangible and intangible values outlined in this document.	
Qualities and Characteristics	<ul style="list-style-type: none"> • Be Friendly • Trust Ethos-compliant • Act with integrity • Critical self-awareness • Be keen to learn • Conscious of responsibilities • A good person • Frugal • Time-conscious • Aware of obligations • Dependable • Disciplined • Punctual • Goal-setting • Constructively critical 	<ul style="list-style-type: none"> • Recognise opportunities for improvement • Have the courage to change • Identify problems • Make good decisions • Work sustainably • Learn from others • Develop new ideas • Be knowledge-seeking and curious • Enthusiastic • Idealistic • Imaginative • Meaning-oriented 	<ul style="list-style-type: none"> • Anticipate challenges • Take the initiative • Face challenges • Demonstrate commitment • Willingness to serve • Be actively productive • Think and act independently • Strive for the extraordinary • Show courage • Be prepared to take risks • Dependable and resilient • Expand your horizons for personal growth • Help others • Stay focused 	<ul style="list-style-type: none"> • Be willing to adjust to changed conditions • Learn from others • Be free • Customer-oriented • Act and react independently • Be versatile • Situationally appropriate • Adaptable • Cooperative • Meet expectations • Act more swiftly than others • Learn to listen 	<ul style="list-style-type: none"> • Be recognised as expert by both internal and external stakeholders • Be professional • Actively productive • Purpose-driven • Do what can be achieved • Be collaborative • Trustworthy • Document experience • Strive for the best solutions • Develop better ideas • Be tolerant • Make use of friendship 	<ul style="list-style-type: none"> • Be ethical • Thorough • Conscientious • Profit-oriented • Trustworthy • Cost-benefit aware • Peaceful • Law-abiding • Conscious of tradition • Attentive to local needs • Socially responsible • Authentic • Tenacious • Loyal • Live these core values • Hold trust as sacred

UN Declaration of Human Duties and Responsibilities Freedom from Violence Justice Truthfulness Gender Equality Ecological Responsibility

Path to Success Knowledge → Analysis → Definition → Assess Goals → Possible solutions → Evaluation → Decision → Implementation → Review → Humane profit?

Trustethos for trust-building in performance-oriented business – Five-Question Test – Golden Rule – Global Ethic

Motto ... Through competence and innovation reap quality and reward in service of students and leaders

Credo ... Enjoy to serve – improve – create VALUES

Life's core values : trust sincerely; be true, faithful and friendly; be able to rejoice and love; nurture physical and spiritual health.

Learn to be virtuous: wise – just – brave // obedient – industrious – conscientious – humble // belief - hope - love // humility

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For decades we referred to our so-called CoPhy Sheet (CyS) as a catalogue of values - which seems old-fashioned from today's perspective. Its purpose was and is to help individual staff to learn *how to be* in order to promote trust for good cooperation in performance-oriented business, where customer trust is paramount. The customer is also a ‚neighbour‘ in our everyday endeavours. “Wanting to be like this” is to be understood more as an instruction - just like our religious commandments (you shouldn't ...). These core values can be achieved by all, and their achievement is the mission, meaning, purpose and goal of life, both for a business rooted in customer service and in a private foundation. What are these core values? Trust, loyalty, peace, friendship, joy, being able to love, and holistic health. This is especially true for the members of our KSG. For this purpose, the mission “nourishing the roots of virtue” must be understood and practised authentically in the daily effort of “always getting better”.

Elaborated collectively 45 years ago at Putzmeister with the help of a consultant, the so-called CoPhy Sheet was already a kind of corporate philosophy, becoming the "SPIRIT" of the company. Without this internalized "way of being" in its offices and factories worldwide, Putzmeister would not have become world champions in winning customer trust. Without this 'winning' in business, there would be no KSG. This same spirit also proved itself with the SANY merger in 2012 and the good cooperation which has followed. For the actively productive people at the KSG who share an affinity with the world of business, the Putzmeister "This is how we want to be" slogan has been extended to "this is how we want to be perceived" in order to stress the importance of our 'customers' perceptions of us. This "way of being", which is also shown on our KSG mousepads, illustrates our character traits (character markers), ideally for each individual, in a broad and profound way, like invigorating "coffee". This then becomes the essence or spirit of the KSG, which consists of such people. This then creates trust, affection and solidarity with partners and people in our target groups.

The CoPhy Sheet is no longer a "catalogue of values", as we used to say, but an aid to finding the core values for human well-being, happiness and satisfaction. It is a philosophy of cooperation. The purpose of the CophySheet is to help each individual KSG team member - each for herself - on this life path. It should be a guide to good ways of BEING in the sense of a *vita activa* or 'active life' in the sense of Meister Eckhart, Erich Fromm and Rupert Lay. Included in the term CoPhy is "philosophy", understood literally as the 'love' of this 'wisdom'.

This is a long and never-ending path that each KSG team member should follow as she stays and grows with us. Experience has shown that these habits of the heart are not always easily understood among KSG stakeholders and target groups. "Operational levels" in business need a CoPhy sheet which is tailored to their specific domains of activity. As the founder of Putzmeister I have known this fact for decades, though it is often viewed as a form of 'dictatorship' by those from other walks of life. The wisdom of the CoPhy Sheet only comes alive for the individual if it is integrated into one's daily life, that is, applied in specific situations and consciously exemplified in one's leadership style.

Value-oriented decision-making and action in line with the founder's credo - "Find joy in serving, improving and creating value" - is vital to the work of the Karl Schlecht Foundation (KSG). Talking about our 'way of being', and how we want to be in the future, is a major concern of mine as founder. Practice makes perfect here too - as with Putzmeister. There I tried it out over the decades, and it proved to be a recipe for success. Setting a daily example in one's own conduct is crucial.

Here, too, the courage to point out problems to superiors is vital. This makes criticism from above more likely, but those both above and below must also be open to criticism without any intention of revenge. This therefore requires the active and passive cultivation of the virtues elaborated in the Cophy Sheet.

Because the KSG's work is ultimately business-oriented, we want to work together to explain the many carefully worked out words - whenever possible, spontaneously in the context of current events - and thereby to learn to understand each other as we grow together.

Understanding begins anew every day - as the famous German philosopher Hans-Georg Gadamer said.

Only when a CoPhy Sheet is kept alive through our own active engagement with it can its content (invigorating like good coffee beans) have a lasting and profitable effect in everyday life.

For more detail, please see www.ksgs.eu and in many SM's etc.

Karl Schlecht, 3 May 2021