

changes

»No action without change«

Six pairs of terms, two perspectives, one interview with a difference.

Dr. Jörg Stratmann, Chairman of the MAHLE Management Board and CEO, and Nathalie Cyrys, MAHLE trainee, discuss change, innovation, chances, and the future.

Changes

Chances

Dr. Jörg Stratmann: Without change there's no action. And without action, there's no progress. But we mustn't overstep the mark—that's particularly true when it comes to the regulatory framework. But goals and standards should—and must—be ambitious. After all, one of MAHLE's great strengths lies in delivering smart and effective solutions, even for challenges that appear to be unsurmountable. Of course, periods of change, like the one we're currently experiencing in the automotive industry, also involve risk. But at MAHLE, we turn change into chances—chances that we seize.

Nathalie Cyrys: As a trainee and therefore a relatively new employee, I see change as a natural part of my everyday work. I think that every experience helps you progress, shapes you, and automatically changes you. Change—whether by choice or not—releases new energy and always opens up new perspectives and new opportunities. Even though these may seem minor at first glance. In the areas of MAHLE I've worked in so far, I've experienced an openness to new ideas and a willingness to play an active role in shaping change.





Dr. Jörg Stratmann, Chairman of the Corporate Management Board and CEO of the MAHLE Group

Nathalie Cyrys, Trainee, has been working at MAHLE since 2018. As part of her trainee program, she has been through various departments and units of the company, including a stay in China.

Herculean task

Energy

Nathalie Cyrys: I draw my energy from cooperation, team spirit, and shared successes as well as from the motivation to develop new solutions. In my experience, a Herculean task becomes smaller when you realize that we can generate so much more energy together. I think this requires us to depart from existing processes at times, so that we can think more freely and develop new ideas.

Dr. Jörg Stratmann: The transformation of our industry is a Herculean task and a huge challenge for us. I've said that many times before. But when I look at our company and its many thousands of fantastic employees all around the world who devote their attention to our product solutions of the future with passion, inventiveness, and great enthusiasm, I see an energy that's making us strong for the future.

Cost reduction program

New efficiencies

Dr. Jörg Stratmann: Being strong for the future also means being a strong competitor. We're responsible for a company that's on a sustainable footing. A company that's setting the right course in the transformation to ensure it remains well-positioned as a strong employer and partner to the automotive industry for the time that follows. Internal efficiency ensures profitability. This is an absolute prerequisite for survival in the international competitive environment of the future.

Nathalie Cyrys: Admittedly, the transformation and the resolute focus on greater efficiency are difficult and unexpected issues for someone like me who's just starting their career. Some situations make me feel uncertain, but at the same time I understand the need to use the available resources more responsibly. For me personally, that means doing things like prioritizing my tasks and objectives and using my energy as efficiently as possible.

»Working for a large company with a long history means being part of a bigger story.«

Experience

Innovation

Nathalie Cyrys: As a trainee, I benefit a great deal from the experience and expertise of my MAHLE colleagues. In return, I try to put forward fresh ideas and new ways of thinking to support my teams. I'm pleased that we have a good reputation with our customers and partners because we contribute a quality mind-set, reliability, and innovative strength. Based on these advantages, we're justified in our Vision to remain innovative influencers of mobility in the future.

Dr. Jörg Stratmann: To me, experience means change in the past. MAHLE now has 100 years to look back on—an entire century in which we've accumulated profound expertise in many important areas of development in the field of mobility. Today, we know where the challenges are. And innovation means using this experience in combination with good new ideas to find the right solutions to satisfy future requirements.



»Thanks to our past, we have the necessary foundations to face the future. It's only by knowing where we come from, what makes us who we are, and what we can do that we can successfully shape our future.«

Past

Future

Dr. Jörg Stratmann: Thanks to our past, we have the necessary foundations to face the future, from both a commercial and a cultural perspective. It's only by knowing where we come from, what makes us who we are, and what we can do that we can successfully shape our future. To do that we need a corporate culture that is not only founded on established expertise but also open to new ideas—the mutual inspiration of established thinking and the spirit of innovation.

Nathalie Cyrus: For me, working for a large company with a long history means being part of a bigger story. I find it thrilling to know that a product that goes into series production will be fitted into millions of vehicles around the world. As one of almost 80,000 employees, I can only make a small contribution—but together we can do something significant. By setting small things in motion, MAHLE makes achieving great things possible. I associate this with confidence and stability as we look to the future.

Vision

Reality

Dr. Jörg Stratmann: Our reality is what actually happens in the markets. Our Vision is to offer these markets the right solutions demanded by customers—to be one step ahead. Both today and tomorrow. We're recognized as influencers of mobility first and foremost when we focus our innovative strength on the real needs of the markets and customers. Today, mobility presents so many challenges and questions—and we must deliver the answers.

Nathalie Cyrus: I think that the Vision fits MAHLE as an influencer of mobility. We can unleash even more potential by breaking away from department boundaries and focusing on the strengths and skills that we possess as a whole. MAHLE has everything it needs to drive forward this important change. Defining and shaping sustainable and climate-friendly mobility for future generations is something that's close to my heart—and, together with the industry as a whole, we as employees have this in our power.

With its International Trainee Program, MAHLE develops highly qualified junior staff specifically for their future positions in various technical or commercial departments in Germany and abroad.