



## **Leading with Vision, Inspiration and Integrity**

The dynamics of changes in the business environment are increasing, which also increases the number of possible ways to achieve goals. Fast decisions in various processes are necessary, which also require many individual – leaders – who can make fast decisions in line with the company's vision and strategic goals. The success of the company cannot be ensured by the employees who merely possess the necessary business competencies. They also have to be genuinely involved and be able to take initiatives. Also an increasing number of people want to play a more active role, they want to co-create an ethical way of operating that complies with their values. Leadership is, therefore, also important for the personal and professional development of employees.

### **TLAK**

The participants of the two-years leadership development program in Trimo Group have established TLAK – Trimo Leadership Alumni Club. They have described the profile of Trimo leaders: Trimo leaders are guided by ethics. They are evolutionary leaders with a clear vision and strong values. Trimo leaders are complete personalities with developed rational, emotional and spiritual intelligence. They are aware of the importance of selecting their thoughts and words to create the communication which opens the possibilities. They give feedback to the colleagues and gains allies. Trimo leader embraces systems thinking and is aware of the impact on the collective consciousness. Therefore seeks to act as a business knight.

## **Succeeding Trough People**

We believe that only co-ordinated activities can help us achieve our common goal, and a successful company is built by responsible, motivated, and successful individuals. Our operations are guided by long-term social responsibility towards people and the environment.

Our operations are guided by our values based on high ethical standards, respecting human rights and each individual as a free-thinking person. In that way, every person can express their full potential in accordance with their capabilities and interests.

Our growth in the development area is aimed at developing high-tech products and technologies. From a geographical perspective our operations are strong in Europe and the wider environment. This demands that we ensure the necessary competencies for our current and future company and Group development needs, in employee management.

We have developed a number of employment tools and models that enable us to attract, acknowledge, and develop the potential in people needed for Trimo's growth and development and successful, competent, and motivated employees. As well as developing business opportunities in the international environment we are also developing staff to be

capable of successfully operating in this environment and achieving the desired results. As we enter different cultural environments we are aware that we not only have to understand business opportunities, but primarily understand and respect the ground values of these different environments and adhere to the principles of human rights.

## **Nutruing Creativity and Innovation**

Creativity and innovation is encouraged with all stakeholders. The best are awarded; and their inclusion in our business processes builds partnerships for long-term and sustainable development.

We encourage the spirit of innovation, develop creativity, and encourage new ideas through several parallel channels. This way we build long-term partnerships, and create relationships with stakeholders, and different forms of cooperation -with architects, designers, young researchers, employees, and others.

## **Trimo Research Awards**

Trimo Research Awards are given for best Diploma papers, Master's dissertations, and Doctoral theses, from Slovenia and other countries. From 2001 to today we have awarded 278 students, from 39 universities, in 9 countries. Almost a quarter of all award-winners still cooperate with Trimo in some way even after the award-ceremony.



Round table discussion on the subject “Economy, science, education – is each person pulling in their own direction or is everyone going in the same direction?” at the ceremony for Trimo Research Awards.

## **Trimo Architectural Awards**

Trimo Architectural Awards is an international competition for uniquely implemented architectural solutions with Trimo products. It presents an important source of information on modern trends and customers' wishes. Trimo,d.d. holds the competition every 2 years. In 2009 we awarded the 4<sup>th</sup> Architectural awards. There were a record-making 114 applied projects from 14 countries.

## Trimo Urban Crash

Trimo Urban Crash is an international architectural competition awarding the most innovative and creative ideas from students of architecture.

At the end of 2008 we announced the call for applications for a unique urban installation, from Trimo products, exhibited at **AKC Metelkovo mesto in Ljubljana**, which served the public. The response to the competition, which ended 31<sup>st</sup> January 2009, exceeded our expectations, with over 4 000 visitors, from 37 countries, registering online, including Afghanistan, Argentina, Bangladesh, Ghana, India, Korea, Mexico, Nigeria, New Zealand, Pakistan, and Great Britain; with most web-visitors from Serbia, Italy, Poland, and Slovenia. We received over 140 projects from 16 countries.

In 2011, the 3<sup>rd</sup> International Competition for Students of Architecture and Design has received a record number of entries with 363 projects having been submitted from 56 countries.



Award ceremony for Trimo Urban Crash 2009



The winning project for Trimo Urban Crash 2009

## Internal tools and processes for encouraging ideas

As well as the methods described above, intended for collecting ideas from external partners, Trimo also uses other ways for collecting ideas, aimed especially at staff within Trimo, d.d. and the Trimo Group.

**The Boldest Idea** is an internal competition award that is aimed at encouraging an innovative, unconventional way of thinking and creativity, within the whole Trimo team; and actively include them into a way of thinking that exceeds our everyday scope of work, and thereby accelerates the culture of innovation in the company.



Rally driving practice for the finalists for The Boldest Idea

Aside from The Boldest Idea, Trimo also encourages ideas using the following tools:

- Idea basket: intended for employees within the Trimo Group, for a simple, electronically supported idea, submitted from every department in the group.
- TIP (Trimo Innovative Process): intended for proposals with real effects and savings within work processes.
- Cooperate with us: a system of entering ideas and initiatives of innovation and development on our website, which is intended for our permanent development partners, suppliers, and random visitors.
- Proposals within the process of collecting ideas for the annual plan on development tasks: a method for collecting development ideas for the annual plan is contained within the process for encouraging ideas. This process includes the majority of the key work areas in Trimo, d.d. and the Trimo Group.