

KOENIG & BAUER

& Academy

Further training made simple.



we're on it.

Further training made simple. Effective, flexible and innovative.

What we offer:



Into the future with learning and development



Next step: specialized training



Getting a stronger grip on IT



Improving language skills



Familiarity with our Koenig & Bauer products



Success with social and methodical competence



Management through leadership



Expertise for a specialist career



Health and well-being at the workplace

For whom:



For employees



For managers



For team leaders



For customers



For experts



For talents



For trainees/juniors

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Greetings



The world around us is subject to constant and rapid changes. Digitalisation and globalisation demand that society as a whole and businesses in particular continue to adapt. Conventional strategies often prove to be inadequate in the face of the new challenges that arise on a daily basis. What we need are new ways of thinking and acting on the part of both management and employees, especially in relation to independent and lifelong learning at the workplace. In other words: the task for managers is to provide more advice and support with learning, rather than administration and monitoring. What this also means: we must all exhibit a greater appreciation for personal initiative and the willingness to learn. Through the Academy, our goal is to enhance the attractiveness of Koenig & Bauer, both internally and externally, and to establish a transparent range of options for on-the-job upskilling.

Topics are prepared according to the needs of specific target groups and are designed to support on-demand learning in digital and analogue formats. Our broad spectrum of further training programmes, face-to-face seminars, live online sessions, e-learning and skills management measures lets us identify and promote talent on an individual basis.

We are proud to be able to make all this available to you through the Koenig & Bauer Academy. The collaborative approach encompassing our global locations allows us to realise group-wide synergies and to make these achievements available to employees of Koenig & Bauer all over the world.

Look forward to improving your skills by participating in our training programmes. Here at the Academy, we accompany you at every step along the path to your personal goals.

Make use of the Academy's wide-ranging training measures. Our personnel development advisors and the entire team at the Academy will be happy to assist and support you in every way possible. We look forward to welcoming you!

Yours, Bernhard Harant
Director of the Global Academy

Welcome to the Koenig & Bauer Academy!

Skills development has a firm place at Koenig & Bauer. Numerous places, to be more precise. At all our locations worldwide, highly motivated teams organise interesting training courses for our employees and customers.

The product portfolio at Koenig & Bauer, the diversity of our target groups and a challenging global economic framework demand new approaches to further training. We are focused on skills development and the creation of a learning organisation. To achieve this, we are bundling our worldwide activities under a shared roof – the Koenig & Bauer Academy. After all, our aim is make further training simple!

What is the idea behind the Academy?

Learning is a matter that concerns us all. The ability to deal with new demands is of immense importance. Digitalisation and constant change are dominant aspects of daily life today – at work and in private. Together with you, the Koenig & Bauer Academy seeks to develop a culture of learning as an element of our corporate strategy. The continued development of our products and services, and the realisation of our own potential and abilities in equal measure, will allow us – together – to maintain a successful course at Koenig & Bauer. The Academy therefore enables straightforward access to its training measures – whether in digital form or as classic face-to-face formats.

What can I achieve through the Academy?

We are convinced that the capacity of a company to perform arises from the skills and commitment of its employees – competencies that are already present, and those which can be developed in tandem. The Koenig & Bauer Academy makes new and important know-how available to employees and customers around the world. Managers motivate their team members to use the opportunities offered by the Academy and in this way promote self-directed learning.

The Academy defines thematic priorities that align with the company's strategies and objectives. This enables, for example, the early identification and focused promotion of talent. An attractive catalogue of training topics assists employees in the individual planning of their career path together with Koenig & Bauer. At the same time, the Academy offers professional and innovative training opportunities to our worldwide customer base.

Where can I find the Academy?

In addition to our worldwide locations, a virtual campus is a central element of the Koenig & Bauer Academy. Through group-wide collaboration within the Academy network, we ensure that experts from all specialist fields are involved in shaping and developing our training portfolio.

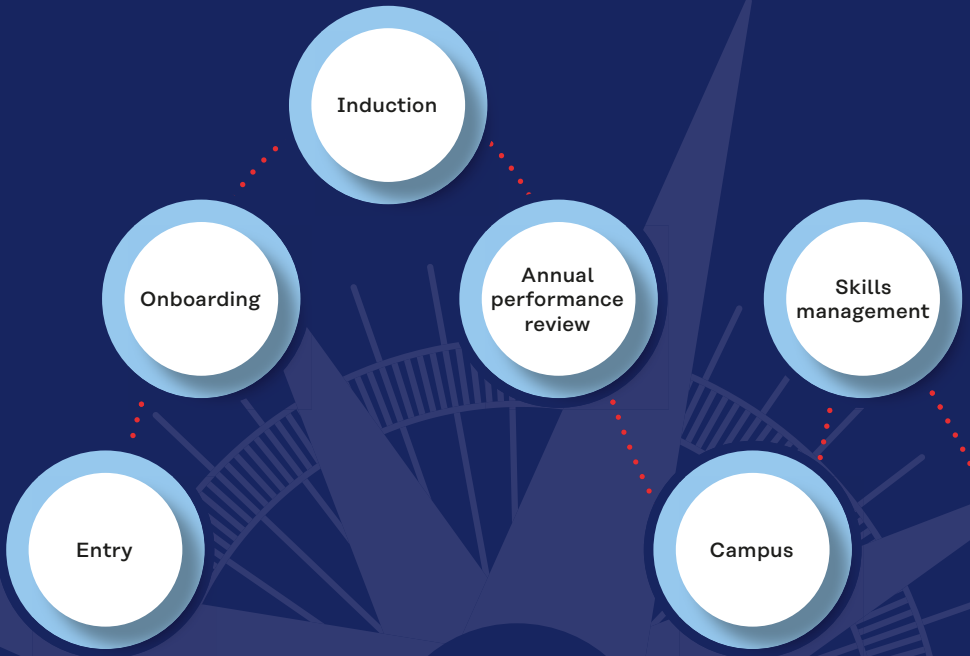
Users of the Koenig & Bauer Academy enjoy access to a multitude of learning and development measures. The measures offered contribute to expansion of the individual's skills, equip them to master future challenges, and promote career satisfaction.

It is our pleasure to make further training simple for you – virtually and in person.

Your Koenig & Bauer Academy team

Career map – your individual path ahead

The career map shows you the many possible paths that your individual development can take at Koenig & Bauer. We support you in all the different phases of your career and accompany you along your path from the very first day.





Our promise – your feedback

- Your goals are the focus of our attention – to ensure you are successful.
- Every training course brings benefits – from practice for practice.
- The topics addressed are up-to-date and relevant – our experts make sure of that.
- We offer modern learning formats – from digital to face-to-face.
- Our trainers are competent and motivated – this you will be able to experience for yourself.
- We ensure professional organisation of your training – so that you can concentrate on what matters most.

The face-to-face programme 'Project Management Compact' was organised perfectly and covered everything that is important in the daily work of a project manager. I feel really happy for all the other project managers who are able to take part in this training.

PJM programme: Tolga Turan

I liked the training very much. Though it was an online training, we still had lots of interaction and practice, which ensured the effectiveness of the class. The systematic knowledge guides me on how to work on a good project. I benefit from it a lot.

PJM Compact International: Linda Hu

The best thing about this course is to have individual and group speaking sessions. This helps you to develop your confidence in speaking. This course made it easy for me to transition into this job and gave me the ability to communicate with team members.

Speexx language training: Ashwini Dandekar

The JuMP programme has been one of my favourite experiences at Koenig & Bauer. It is an opportunity to meet colleagues from around the world, as well as from different backgrounds within the company itself. The topics covered not only added value to my professional life but also to my personal life.

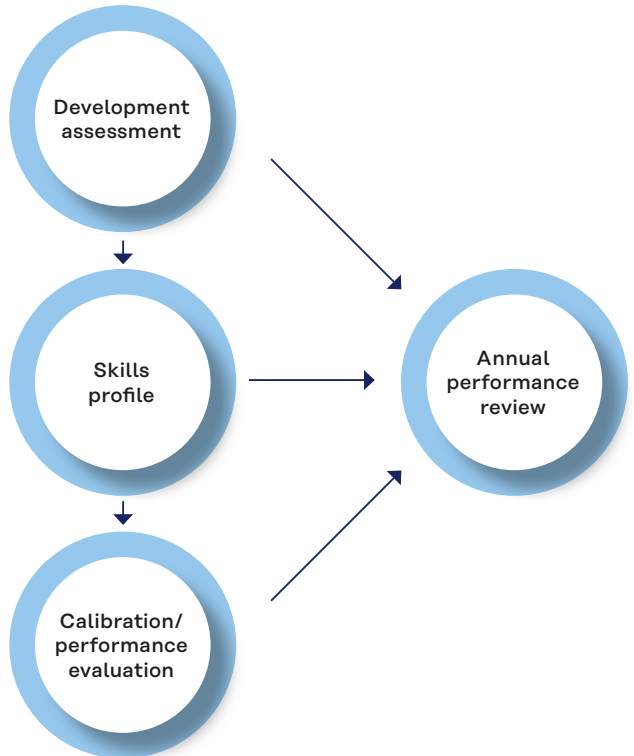
Junior Management Programme International: Giannina Lombardo

Interesting and well prepared. The balance in the diversity of the course participants produced many valuable contacts. Short group exercises on various topics loosened up the atmosphere and helped to reinforce the learning content.

Leadership series: Thomas Hensel

Talent management – your personal development

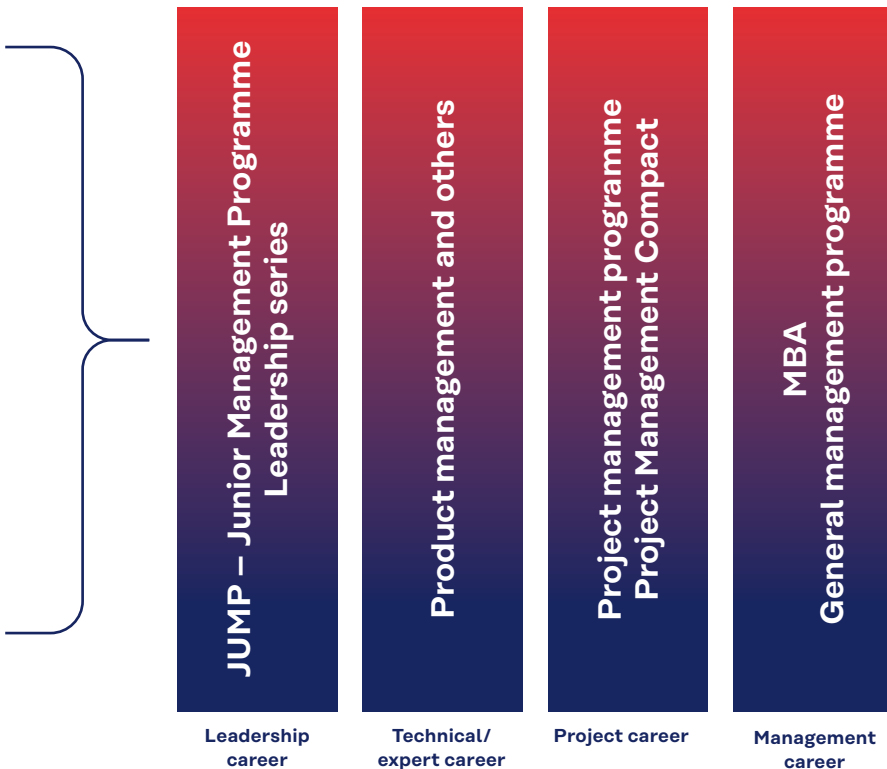
Potential analysis



The right person in the right place at the right time – that's the objective of our personnel development programme in a nutshell.

Nothing is left to chance. Depending on the individual starting point, talent management at Koenig & Bauer comprises an annual performance review, alongside external development assessment, as well as evaluation by the employee's direct superior in the form of skills profiling and a calibration process. Individual potential is discussed openly to ensure optimum success at every development stage.

Individual development



Flexible learning formats – analogue and digital

The development of our company is a direct reflection of the development of the people who work here.

To this end, the Academy establishes a wide range of learning spaces and opportunities.



Follow the link to the Goodscan self-test and identify the topics that will advance your personal and career development. academy.koenig-bauer.com/en/goodscan

And what comes next?

Choose the learning formats that best suit your objective, timeline and learning style. A mix of different formats is also possible – for example, e-learning to obtain a few basics before attending face-to-face training, and later live online training for advanced learning. Such mixed formats are called ‘blended learning’. Do you need advice? Then simply get in touch with our Academy team experts.

Good to know:

Many face-to-face topics are also offered in the form of live online training or e-learning courses.



The choice is yours:



Face-to-face training: intensive work on the topic. Competent trainer, exchange of experiences within the group, practical exercises, networking.



Live online training: ideas for practical implementation. Competent trainer, inspirational presentations, exchanges with other participants.



E-learning: learning nuggets. Multimedia learning content, clear structure with the option of selecting specific content individually, absolute flexibility in terms of time planning.

Introducing the Academy team



Bernhard Harant
Director of the
Global Academy



Manuel Eisenmann
Head of department for
vocational training, Würzburg



Jochen Mann
Head of department for
vocational training, Radebeul



Stefan Göbel
Head of Sheetfed
Campus Radebeul



Eva-Maria Leicht
Application support



René Greulich
Core IT applications



Christina Reinhard
Personnel development
advisor/trainer



Lorena Böhm
Digital personnel
development advisor



Martin Sauer
Quality engineer for
management systems



Aline Lingstädt
Personnel development
assistant



Yuliya Küchler
Personnel management/
personnel development



Linda Urbaniec
Training organisation for
specialized training

We see the Academy as an opportunity for employees worldwide to pursue individual further development, both personally and in their careers.



Into the future with learning and development









A common German saying rightly advises that you should 'Be watchful when choosing your career'.

When you opt for vocational training in the Koenig & Bauer Group, you can be sure of joining a fantastic team who you'll have fun working with.

There is so much to discover and – above all – to do.

And countless opportunities to further your career after you complete your initial training.

Become a member of the team, play an active role, direct your questions to: Manuel Eisenmann and Jochen Mann.

Course	Format	Duration	Target group
Learning to learn	E-learning	3 h	
Test yourself!	E-learning	3 h	
Present yourself!	E-learning	3 h 30 m	
'And action!' for your career	E-learning	3 h 30 m	
Do your thing!	E-learning	3 h 15 m	
Trainee programme, module 1 Correspondence/telephone communication	Face-to-face	3 h	
Trainee programme, module 2 Communicating constructively and solving conflicts!	Face-to-face	3 h	
Trainee programme, module 3 Personality training	Face-to-face	3 h	

Further offers at:

academy.koenig-bauer.com/en/learning





Next step: specialized training

Outsiders are amazed, insiders are left wondering... how much knowledge and skill is necessary to perform your assigned tasks safely, efficiently and – not least – in compliance with all legal requirements?

Regardless of your current role or where you plan to be in the future, the programmes, seminars and further training measures listed here are designed to make your path easier.

For further information, please feel free to contact Linda Urbaniec and Martin Sauer at any time.

Methods for specialists	Format	Duration	Target group
Train the trainer	Face-to-face Blended learning	specific	
Segment-specific specialist topics	Face-to-face Blended learning	specific	
Process techniques	Face-to-face Blended learning	specific	
Series: Campus of Experts – various topics	Face-to-face Live online training	approx. 1 h 30 m / 2 h each	

Legal regulations at the workplace

Fire safety	Face-to-face Blended learning	specific	
Occupational health and safety	Face-to-face Blended learning	specific	
Export and customs	Face-to-face Blended learning	specific	
Compliance	Face-to-face Blended learning	specific	
Legal regulations and standards in Germany	Face-to-face Blended learning	specific	

Further offers at:

academy.koenig-bauer.com/en/nextstep












Getting a stronger grip on IT

As an IT user, you do, of course, want to master your systems and tools efficiently, to become familiar with new features as quickly as possible, and to avoid unnecessary mistakes.

A consolidation of your skills in a frequently used application may also be valuable for solution-oriented implementation of your goals and ideas.

You will find a training module that's appropriate here – and if you have any questions, Eva-Maria Leicht and Lorena Böhm will be pleased to help you.

Standard applications	Format	Duration	Target group
Google Workspace	Live online training	1 h 30 m	
Leading teams to results with Google Workspace	Live online training	1 h 30 m	
Basic functions of the Koenig & Bauer Campus	Live online training	1 h 30 m	
Application training for further special programs	Face-to-face Blended learning (e-learning and live online content)	as required	
Cosima documentation management	Face-to-face	8 h	
SAP	Blended learning (e-learning and live online content)	as required	
Online content authoring tools	Blended learning (e-learning and live online content)	specific	

Further offers at:

academy.koenig-bauer.com/en/it










Improving language skills

Whether you want to chair your next project meeting in English or converse with colleagues in fluent Spanish – you are sure to find an appropriate learning opportunity here. The course level can be matched to your individual prior knowledge. The most suitable learning format that takes all aspects such as workload, cost, time required and learning objective into account is defined according to your specific needs in agreement with your manager.

E-learning:	independent learning, flexibility in terms of time planning
Online course:	motivation in a learning group
Face-to-face learning:	direct feedback and very individual learning objectives

All your questions regarding language learning can be directed to Aline Lingstädt and Linda Urbaniec.

Speexx online training	Format	Duration	Target group
English (and other languages) Basic: Core4All	E-learning	individual	
English (and other languages) Advanced: Expert	Live online training (classroom)	6-month course	
English (and other languages) Excellence: Expert Pro	Personal coach (1:1 training)	6-month course	

Goodhabitx individual training	Format	Duration	Target group
German for the workplace: Understanding	E-learning	5 h 30 m	
German for the workplace: Writing	E-learning	5 h 30 m	

**Face-to-face training to CEFR
(Common European Framework of
Reference)**

English A1 – C2 based on evaluative test and needs	Face-to-face	individual	
Language study travel	Face-to-face	individual	

Further offers at:

academy.koenig-bauer.com/en/language





Familiarity with our Koenig & Bauer products

Everything revolves around our products – and that's just the way it should be!

There is always something new to discover. You can delve into the sheer endless diversity of Koenig & Bauer product know-how here.

The QR code provides access to BU-specific content. All the categories listed here are being supplemented continuously and being made available for the individual business units.

For further information, please contact Stefan Göbel and Bernhard Harant.

Customer training	Format	Duration	Target group
All products, operator, mechanical, electrical and performance training	Multiple formats, online, face-to-face, on the Campus, on customer premises and mixed	specific, from 2 h to 5 days	
Service training			
All products, commissioning and service work, specialised training for all technicians	Multiple formats, online, face-to-face and mixed	specific, from 2 h to 5 days	
Sales training			
All products, workflow solutions, market segments, finishing, automation, process integration in the print industry, competitive comparisons, customer value argumentation	Multiple formats, online, face-to-face and mixed	specific, from 4 h to 5 days	
Employee training			
All products and applications <i>Multiple languages</i>	Multiple formats, online, face-to-face and mixed	specific, from 2 h to 5 days	
Product presentations for educational institutes	Multiple formats, online, face-to-face and mixed	2 h to 4 h	

Further offers at:

academy.koenig-bauer.com/en/products





Success with **social and methodical competence**

Personality is increasingly a key factor in career success. A confident manner, compelling communication and good personal organisation in a world which is becoming ever more complex – our training courses help you to acquire the necessary skills.

Christina Reinhard and Stefan Göbel will be pleased to answer any questions you may have.

Social competence	Format	Duration	Target group
Efficient communication	Live online training	1 h 30 m	
Conflict management	Live online training	3 h	
Expert persuasion	E-learning	3 h 30 m	
Customer orientation			
Customer Value Selling (CVS) <i>available from 01/2023</i>	Blended learning (e-learning and live online training)	8 nuggets plus 2 virtual classrooms (4 h each)	
Service growth <i>currently on hold</i>	Blended learning (e-learning and live face-to-face training)	specific	
Sales product training, based on CVS content <i>available from 2023</i>	Multiple formats (online, face-to-face, synchronous and asynchronous)	specific	
Methodical competence			
Speech is silver, presentation is gold	Live online training	1 h 30 m specific, brief & compact	
Negotiation	E-learning	3 h 15 m specific, brief & compact	
Job success	E-learning	2 h 30 m specific	
Time management	E-learning	3 h 30 m	
Gripping meetings	E-learning	3 h	

Further offers at:

academy.koenig-bauer.com/en/success


















Management through leadership

Management is a career in itself, and the tools of management can be learned. It is the right attitude that defines a leadership personality. Someone who thinks ahead in business matters, enjoys achieving success with a team and takes pleasure in promoting the talent embodied by that team will be happy and successful in this career.

We accompany you along this path with tailored programmes and courses. And you can also count on our support if you would like to organise a team workshop with your team.

For specific advice, please feel free to contact us in the personnel development office: Christina Reinhard, Lorena Böhm, Yuliya Küchler.

Course	Format	Duration	Target group
Annual performance reviews as a source of motivation	Live online training	1 h 30 m	
Infos for managers on Goodhabitiz e-learning courses	E-learning	30 m	
Online teamwork	E-learning	3 h 15 m	
Everyone on board	E-learning	3 h 15 m	
Leadership	E-learning	3 h 30 m	
Coaching management	E-learning	3 h 15 m	
Delegation in a minute	E-learning	3 h 15 m	
Recruiting	E-learning	3 h 30 m	
Making good decisions	E-learning	3 h 45 m	
Change management	E-learning	3 h	
Junior Management Programme (JuMP)	Blended learning	15 days	
Leadership series	Face-to-face	3 × 2 days	
Yesterday colleague, today manager	Face-to-face	2 days	

Further offers at:

academy.koenig-bauer.com/en/leadership














Expertise for a specialist career

Whether in project, quality, product and innovation management or business administration: experts must possess sound methodical and process competence alongside their technical knowledge – as a basis for professional cooperation within interdisciplinary projects, as well as for boosting efficiency and sustainability.

We look forward to advising you on your individual know-how upgrade. Simply contact Linda Urbaniec or Martin Sauer.

Course	Format	Duration	Target group
Project management programme	Modular programme, blended learning	10 days	
Project Management Compact	Modular programme, blended learning	4 days + 3 h 30 m online	
Project Management Compact, International	Live online training	4 x 4 h	
Scrum Master / Product Owner	Face-to-face	2 days	
Scrum – Project management	E-learning	3 h 30 m	
Product management programme	Face-to-face & virtual	9 days + 7 h online	
Innovation management	E-learning	3 h	
Lean management	E-learning	3 h 15 m	
Quality management	E-learning	8 h	

Further offers at:

academy.koenig-bauer.com/en/expertise






Health and well-being at the workplace

Resilience also in turbulent phases and stressful situations – that is something many of us wish for. Alongside established techniques that are always worth calling back to mind, there are also subjective aspects that are important for well-being at the workplace.

If you are uncertain as to which offers suit your particular needs, we will be glad to give you our recommendations. Simply get in touch with Christina Reinhard or Lorena Böhm.

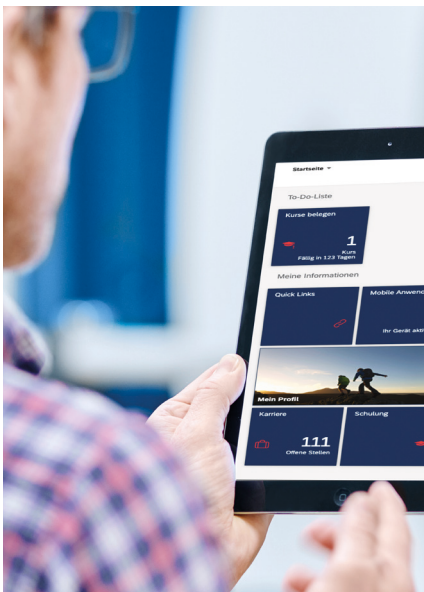
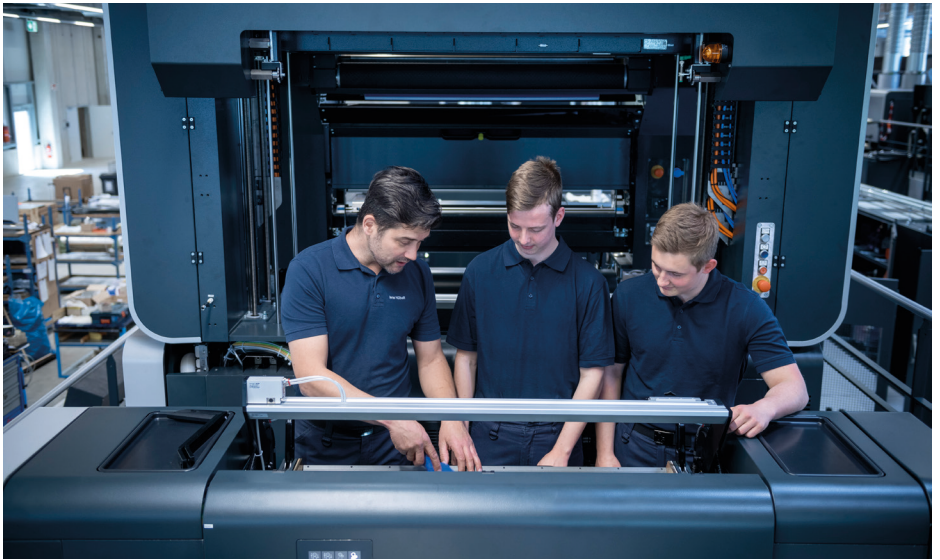
Course	Format	Duration	Target group
Resilience – The Bamboo Strategy	Live online training	1 h 30 m	
Strong despite stress	Live online training	1 h 30 m	
Awareness	E-learning	3 h 30 m	
Count to 10/emotion management	E-learning	3 h 15 m	
No worries about stress	E-learning	3 h 45 m	
Coping with burnout	E-learning	3 h 15 m	
Empowerment – self-defence	Live online training + Face-to-face	2:00 h + 4 x 2:00 h	
Cultural diversity	E-learning	3 h	
Dismantling prejudice, building diversity	E-learning	3 h 15 m	

Further offers at:

academy.koenig-bauer.com/en/well-being







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