



Vision, mission and understanding of leadership

Ruland Engineering & Consulting GmbH

WE SET UNIQUE STANDARDS.



Our mission

The companies of Ruland Engineering and Consulting GmbH are owner-managed and internationally active.

We plan and implement process plants for the food, beverage, pharmaceutical and chemical industries.

Individual, innovative and practice-oriented solutions are our key strength.

Our fast and reliable support ensures high availability and productivity of the plants.

Highest quality and committed, competent employees are the base for long-term partnerships.



VALUES

OPENNESS/HONESTY

We put emphasis on open dialogues.

We listen to each other.

We communicate problems and errors honestly and promptly and solve them together.

PARTNERSHIP

We complement each other and achieve our goals together as a team.

We help and trust each other.

Everyone can rely on the other.

The interaction with all partners is fair and open.

SOLIDARITY

We are proud of all members of our corporate family.

The employees of all companies contribute to the joint success.

OPTIMISM

We look for and seize our opportunities.

We face our challenges with self-confidence.

SENSE OF RESPONSIBILITY

We act according to ethical, social and ecological principles.

CONTINUITY

Long-term thinking enables us to innovate, give clear direction to the business and gain competitive advantage.



UNDERSTANDING OF LEADERSHIP

MANAGEMENT STYLE

We have a cooperative management style.

STRATEGY DEVELOPMENT

In regular meetings outside the daily business, we take time to develop the company's strategies.

TARGET ORIENTATION

We lead our employees by setting measurable goals that are formulated and planned together with them.

With regular target/actual comparisons as part of the employee appraisals, we ensure that targets are achieved.

QUALITY AWARENESS

We demand and encourage high quality in all areas.

Skills and abilities of our employees are brought and maintained to the highest level through regular training.

INFORMATION

We ensure that each level has or can obtain all relevant information in a timely manner.



INTERACTION

RESPECT

We accept the personality of each individual.

We are pleased with the achievements of each individual and express this.

READINESS FOR CONFLICT

We have the courage to address problems and the will to solve them.

We resolve conflicts openly, fairly and promptly.

We consider interests - not positions.

FUN AND JOY

We create a friendly environment.

We promote friendly cooperation and fun at work.

We show pleasure in our tasks.

