



VISION

Our vision is to create VALUE.

We create value for our customers through our innovative powder coatings, digital inks and powders, and 3D materials. For our TIGERs, we want to create value by giving them the space to discover and develop their wonderful talents – to grow as individuals and as a TEAM. Success and profits are the natural result of this fundamental approach, guaranteeing a strong and healthy organization.



We create VALUE for our CUSTOMERS

We acquire customers by creating value for them with our **innovative coatings and printing solutions**. We impress them with our service, quality and innovative capacity.

We work **closely with our customers** and develop partnerships worldwide through our global innovation centers, production facilities and sales offices.

We **stock the widest range of powder coatings in the world** and develop special solutions for industrial high-tech products and applications.

We develop **innovative, environmentally friendly products** and preserve resources in an energy-efficient production process.

We are committed to **comply with all relevant legal, contractual and social obligations**.

We are conscious of our social responsibility.

We embody the principle of **Gemba**, we avoid Muda (waste) and we maximize value creation in everything we do. We apply the **7S and lean principles**.

We create VALUE for our TIGERs

Our teams at TIGER work autonomously. The new **“Liberating Organization”** (LO) enables meaningful collaboration on an equal footing, with both managers (leaders and coaches) and employees contributing to the decision-making process.

TIGERs recognize the impact of their decisions and take full responsibility for the entire organization with each decision they make.

The creation of a healthy and modern working environment is important to us and a basic requirement to achieve top performance.

All employees are involved in identifying and eliminating sources of danger and risks. This applies to both workplace security and information security.”

CONNECT, COMMUNICATE and COLLABORATE wherever you are!

We live, protect and cultivate our **core values**.

We understand the **meaning** and **purpose** of our actions and value our freedom to act to achieve our jointly agreed objectives.

We emulate **tiki-taka** gameplay, foster concise (ad hoc) communication and constantly work together to negotiate our shared objectives.

We listen to one another (**active listening**).

We give each other feedback when required.

Our **organization chart** is upside down for a number of reasons. Our TIGERs are the STARS of the process. The role played by managers (leaders and coaches) is to ensure that TIGERs have the optimum conditions to offer our customers the highest quality service. The TEAM is best supported from the bottom.

We motivate ourselves with **team activities** and gatherings to recharge their batteries. We celebrate our successes and learn from everything we try.

We apply our strengths where they will be most effective. We help each other to **discover and develop our talents** so that we can grow as individuals and as a group. “We’re not defined by what we know but by what we are willing to learn.”

We view every crisis not just as a threat but also as an opportunity.

As a **learning organization** we are always trying something new. We discuss success strategies and mistakes in detail so that we can learn from them and improve (KAIZEN). The sooner a problem is identified, the lower its cost.

We avoid referring to **“departments”** and instead talk about “areas, teams and processes”. Instead of focusing on what separates us, this highlights our interconnectedness and mutual dependency.

We value **diversity**. Different points of view and opinions generate the best solutions. It is important to us to arrive to the lowest common denominator, simply to “agree to disagree”.


We stand for **equal opportunities and equal pay** for men and women.

We are a management-led, independent, **family-owned business** with our roots in Austria and strong branches that extend around the world. We want it to stay this way. Our **independence** gives us the freedom to apply innovative new methods and to make and implement decisions swiftly. Keeping this independence requires sound financial structures nourished by solid profits.

We are successful and generate **profits**. Most of these profits are reinvested, primarily in new innovations to boost our **competitiveness**. This is the foundation of our independence. As TIGERs, we think and act as entrepreneurs and we share in the profit.


DI Dr. Clemens Steiner
CEO


Dr. Reinhold Freiseisen, MBA
CFO


Ing. Dipl. Wirtsch. Ing. (FH) Thomas Loibl M. Eng.
COO


Prok. Ing. Elisabeth Berghofer
Chairwoman of Supervisory Board


KR Ing. Kurt Berghofer
Majority Shareholder

MISSION

A BETTER FINISH. A BETTER PRINT. FOR A BETTER WORLD.

This is our Purpose.