

# Hittech Bihca BV takes an important step in machining special (high-performance) materials.

The strategic decision within Hittech Bihca BV to operate as a 'specialist' in the machining of special (high-performance) materials resulted in the 2nd half of 2006 in the purchase of an Okuma LB300 MW lathe.

This 'super precision model' lathe is equipped with, among other things, powered tools, a sub-spindle and Turcite guides, and runs at a speed of 6000 rpm.

This very stable lathe, weighing no less than 4000 kg, is also fitted with a high-pressure coolant pump to ensure cooling through the spindle, if required, allowing the drilling of, for instance, deep, small-diameter holes. Furthermore, we've opted for the high-quality Eppinger tool holders.

The maximum size for material feed is Ø36 (due to the application of an hydraulic chuck). The absolute working range is 340 mm (diameter of work piece) and travel is 520 mm.

Moreover, a new type of software has been applied that is capable of processing 16 types of material (i.e. the machining conditions per type as stipulated in a technical library).

This puts us in a better position to machine special materials, including Hastelloy, Inconel, Invar, titanium, tungsten and cobalt, to extremely accurate tolerances (+/- 0.002 mm).

Since it is also possible to program offline, we are not only able to utilise the machine's capacity to the full, but can easily simulate a new product in advance. Our far-reaching cooperation with tool suppliers ensures our database is being continually expanded/optimised with the required machining conditions for the various special materials.

All these efforts are aimed at helping the client constantly push the boundaries of turning special and hardened materials.



Photo caption: Examples of Hastelloy and Inconel products

## Hittech Group Update

MARCO VERLOOP APPOINTED HITTECH GROUP BV DIRECTOR

My name is Marco Verloop, I am 36 years old and have worked at the Hittech Group since November 2003. I am married and have two daughters aged 6 and 9 years.

A passion for technology has always played a prominent role in my life. I feel most at home in a medium-sized company that is large enough for a professional organisation, but small enough to get to know most of one's colleagues, i.e. the Hittech Group.

I have always found my biggest challenges in management restructuring projects. I was especially involved in setting up assembly facilities in Delft and the acquisition and integration of Hittech Multin into the group. In 2006, I was director of Hittech MPP in Delft to help give substance to the necessary changes. In the coming year, I shall mainly be working on reinforcing Hittech Group's position.



ROB BOOGERT APPOINTED DIRECTOR OF HITTECH BIHCA BV AND HITTECH KEMETEC BV

My name is Rob Boogert. I started on 1 January 2007 as director of the companies Hittech Bihca BV in Winterswijk and Hittech Kemetec BV in Nijverdal. I am 40 years young, am married and have two daughters aged 7 and 10 years.

I studied mechanical engineering at and graduated from the Technical University of Twente. Before starting at Hittech, I was operations director at a large company that manufactures metal containers. I have also worked for Stork and Urenco. This mainly involved me working in the technical side of CAD/CAM, machining techniques and logistics optimisation.

With my management experience and technical expertise in various manufacturing processes, I shall be doing my best to further develop both Hittech companies into reliable and high-quality partners in precision technology.



JORIS GRIMBERGEN APPOINTED HITTECH MPP BV DIRECTOR

I am Joris Grimbergen, 47 years old, studied precision mechanics at HTS (Technical College) level. I am married, live in Hoofddorp and have three children (15, 11 and 8 years old).

I have worked as director and site manager in the aviation and the optics industries; so always in internationally operating manufacturing companies. I started working at Hittech MPP on 13 November 2006, and took over Marco Verloop's job as of 1 January 2007.



Why did I choose Hittech MPP? There are ample opportunities to become successful in the prototype and limited-series production of complex moulded parts. We are big enough for independent operational management, but also small enough to operate flexibly and react rapidly to opportunities in the market. I am also keen to provide my own contribution to the further development of Hittech MPP.



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Editorial

dr ir C. Heijwegen

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HITTECH GROUP BV is specialized in hi-tech services and production for a wide range of branches, at-the-highest levels possible.

Geesterweg 4a, 1911 NB Uitgeest, The Netherlands

T: +31 (0) 251 317 617 | F: +31 (0) 251 314 543

E: info@hittech.nl | I: www.hittech.nl



By Roy Voogd

## Interview with Cor Heijwegen – Managing Director Hittech Group BV

### Why a 3-day gathering?

We've been busy forming a group for a number of years now. In March 2005, we acquired Multin, which turned out to be a very shrewd strategic step, elevating us to the status of a genuine system supplier. Our competences now include development, assembly and production facilities, making us an obvious partner for OEM clients. All current trends in supply markets are pointing towards consolidation, or collaboration. It's all about expansion. But we also focus on company-specific enterprise, which runs slightly contrary to our philosophy of forming a group. We believe each company should be self-reliant but not independent, and should represent a holding with a clearly defined role. This demands we put extra effort into generating synergy, cooperation and mutual trust. That's why we organised this gathering, which was attended by no fewer than 26 employees.

### Wasn't that too many people

We wanted to do this properly, and influence as many people as possible directly by encouraging a large attendance. Furthermore, we wanted those present to influence each other. Which is why we decided to invite 3 layers of the group to come together on Terschelling.

### So why Terschelling?

In any quiet area in the Netherlands, you are always close to some urban centre or another. This allows people to go home at the end of the day, often preventing them from really distancing themselves from their

work. This distance is precisely what we wanted to create; we choose this island so everyone felt cut off from their day-to-day concerns. You can't leave, you just have to make the best of it all together.

### What exactly did you all do there?

We hired an agency to implement all our plans. We had decided that this trip must involve a healthy combination of meetings, group effort and outdoor activities, and must be organised in such a varied way that everyone was kept active.

### What were your goals for the gathering?

To get to know each other better, especially colleagues from the other companies, in order to promote cooperation within the Hittech Group. To identify bottlenecks that represent obstacles to an optimum synergy within Hittech. And to draw up an action plan to develop greater synergy. We also wanted to create a feeling of unity and mutual understanding. Teambuilding.

### And did you achieve these goals?

I think so, yes. I certainly look back on it with great pleasure. It's always gratifying when an outcome equates with the goals set beforehand. I've only heard positive and enthusiastic reactions. Further in this Newsletter are some comments from participants. By the way, the programme was kept secret from most people. Each activity was a surprise and absolutely everybody joined in.



C O L U M N dr ir C.P. Heijwegen – managing director Hittech Group BV

### Terschelling

The management of the Hittech Group – 26 people in total – went to Terschelling for 3 days in November. Not for a holiday, but to work on a number of goals relating to synergy, cooperation, team building, unity, etc.

A very varied programme had been drawn up for the event, with both indoor and outdoor activities. This Newsletter mainly covers this gathering, which produced an immediate result; i.e. a different name for the companies.



follow-up: Interview with Cor Heijwegen – managing director Hittech Group BV



**Looking back, would you do it again?**

Without doubt, directly and even in exactly the same way. It was worth every second and more.

**Where do you go from here?**

We've already pulled together all the conclusions, comments, remarks, suggestions and ideas, and weighed the pros and cons, resulting in the formulation of an action plan. This action plan is already being implemented. We've also reached a number of agreements on how we can best exploit each other's know-how, experience and competences, both at company and employee level. And have also decided to meet with 'the Terschellingers' once every 4 months, at a different company each time, so we can carefully consider and accurately assess how the action programme is progressing. One very direct outcome of Terschelling was the name change we implemented as of 1 January.

**You really are pleased, aren't you?**

Yes, I'm really satisfied. This was a great experience that came at just the right moment. We feel we're absolutely ready for the future.

Furthermore, the 'Frisse Wind Events' agency on Terschelling was the perfect partner, having organised everything to perfection. I'll definitely be going back to Terschelling for a holiday.

**Could you tell us something about the atmosphere?**

It was very special. I've rarely seen so many people talking to each other so much. No cliques formed, everybody mingled well, people were genuinely interested in others and the group's other companies, fantastic! It was also great to see even the biggest sceptics changing their minds and joining in wholeheartedly. All this fills me with confidence that our group is making a great leap forward, which promises an exciting future.

**We're now 4 months down the line.**

**Has this seminar had a visible effect?**

Definitely, employees are repeatedly having their attention drawn by colleagues to the fact that certain action needs to be taken, or that things need to be organised in accordance with what was agreed on Terschelling. We're already talking about 'the Terschellingers', who are saying: "and now let's get on with it".



## Comments from participants in the Terschelling gathering

**For me, the Terschelling seminar was an extremely positive experience from beginning to end.**

**Juttersbitter is best enjoyed at half two in the morning.**

**Hessel is an excellent performer, but the noise he generates made further integration talks among the Hittechers pretty difficult.**

**These were 3 special days for me. What could I expect of it? I don't really know most people in the group. What will we all be doing? How should I prepare for this trip? All sorts of questions like these were going through my mind. But once we were there, all the answers became self-evident.**

**My general impression of the time we spent together on Terschelling is very positive. The alternation between meetings/sessions and the more relaxing activities meant that everyone remained very much 'on the ball', ensuring contributions from all concerned.**

**I've often noticed in the past that, within groups such as Hittech, cultural differences between the various companies can be pretty big. What struck me during this seminar, however, was that these differences are far less pronounced among the Hittech companies, despite the fact that the companies are located in different parts of the country. This can only have a positive effect on synergy.**

**It was a fascinating and varied programme that was well organised and smoothly run, with a healthy variation between work and play. It also offered plenty of opportunities to get to know your colleagues in a more informal atmosphere. The best thing about the sessions was that, no matter how different their opinions**

**may have been, people were prepared to listen to each other in order to reach a joint result/position (a strong point).**

**For me personally, these activities certainly contributed to a feeling of unity. You got to know colleagues from sister companies in a more personal way. And all this in a location far from the madding crowd.**

**Nevertheless, the fresh air on Terschelling made many of the participants more aware that such a strong sense of belonging is good for yourself and creates a more positive image for the market. I personally want to be proud of the Hittech Group and, as a result, of the underlying companies.**

**On Terschelling, we discussed how to create greater synergy in particular. This get-together has made me especially conscious of the fact that we are already one group.**

**Different companies?  
Different regions?  
Different cultures? Didn't see much evidence of that. In my opinion, they were just 26 Hittechers on Terschelling.**

**We now know that Terschelling hosts a certain toadstool that requires a kick to release its spores and safeguard its existence. Which brings us back to Hittech. Because this is precisely what a business needs once in a while to broaden its horizons, and to learn to identify the opportunities.**

