



An interview with

REGINA MÜNZER

HUMAN RESOURCE MANAGER

WHAT IS YOUR ROLE AT NOVEXX SOLUTIONS?

I am Human Resources Manager at NOVEXX Solutions. Together with my two colleagues Nicole Wolz and Miriam Fischer, I take care of all HR matters. This includes topics such as recruiting, onboarding, employee support and development as well as payroll – national and international. And many other things.

SINCE WHEN HAVE YOU BEEN PART OF THE NOVEXX SOLUTIONS TEAM?

I am with NOVEXX Solutions since the company was founded. However, my journey started back in 1998 at Avery Dennison, the company from which NOVEXX Solutions emerged. I started there as HR Generalist and shortly afterwards I was given more responsibility. First as a Recruiter and then as HR Manager. HR was and is my passion. I have met great people along the way. It was important for me to take responsibility, to advance HR issues in the company, to learn new things and to enjoy what I do.

WHAT CHALLENGE(S) WERE YOU FACING AT THE BEGINNING?

2015 was a very special year – our company was bought by Possehl. There was a lot of excitement. We had the freedom to bring "our NOVEXX Solutions" to life. For the HR department, this meant to dive deep into all legal and human aspects of transition, creating new structures and workflows. But most importantly to ensure payroll and benefits in 13 countries around the world within 2 months. But it all worked out well. There was an insane dynamic within NOVEXX Solutions that bonded the team and made the transition easier.

WHICH MOMENTS HAVE BEEN VERY SPECIAL TO YOU?

The exchange about VALUES that are anchored in our leadership was a special moment for me in shaping our corporate culture. This moment was the starting signal for many other projects and the basis for following employee projects. Together we managed to bring parts of our current corporate culture to life. The results are our IDEXX employee development program, our regular one-to-one conversations, the MAP (improvement projects) and intranet.

WHAT ARE YOU PARTICULARLY PROUD OF?

With a team consisting of employees from different departments such as marketing, construction, technical support, purchasing and customer service we developed a modern program for individual employee development – IDEXX. This program is a combination of competence expansion and target agreements. Thus, it creates the ideal "symbiosis" for individual development. IDEXX has been running since 2020 and the feedback from employees and managers has been very positive. It was particularly important to me that we create something that fits our culture. I am very proud and happy about IDEXX. The fact that this project was driven by employees was the key for success.

WHICH CHALLENGES CAME UP WITH COVID-19?

The situation since Covid-19 has been and still is a difficult time. We all wish for some normality. Both at work and in our private lives. As a manufacturing company, we had to create safe solutions for our site. While employees from Supplychain & Operations continued to work on site, all other employees switched to home offices from one day to the next. We are glad that our employees respected and supported this decision. So far, we have been able to get through this pandemic by working together in a spirit of trust and clear communication, but also through joint efforts. In particular, we were also able to support families through various measures to ensure childcare.

WHAT PROJECTS ARE IN THE PIPELINE FOR NOVEXX SOLUTIONS AND ITS CORPORATE CULTURE?

Working during the pandemic has shown that our corporate culture provides a good basis for mobile working. Therefore we – management and works council - are planning to have a flexible arrangement for mobile working in the future. With the introduction of an HR software in January 2022, we are implementing a comprehensive digitization project in HR. All HR topics will be covered in one software, which will be exciting. We will communicate and exchange data via the employee portal. Applicants will apply via our career site and onboarding will take place via the portal. We are looking forward to our new "HR all-in".