

Working together in partnership to the advantage of our clients

Every Swiss quality organ from our company represents the work of the whole team. Our success is based on the commitment and the continuously improved expert knowledge of all our employees. Only qualified specialists work in our company, and they invest their heart and soul in it. Since, for all of us, organ building is not only a profession but a vocation. This is not a matter of course. It requires working conditions of true partnership as well as management instruments and internal processes which guarantee transparency, enable co-determination and participation, and foster innovation and development. This is guaranteed by our new by-laws. An overwhelming majority of 91% of all our employees voted to adopt the by-laws.

Expression of clear values

We are proud to have a written version in fully developed and modern «company by-laws» of the management philosophy which we have practised for so long. The contents, the instruments and responsibilities in this expansive work express the fact that the name Kuhn stands for clear values which are applied towards our employees and our clients. Our employees think for themselves, co-determine and are thus personally motivated in many ways to always support our clients to the best of their knowledge and belief.

In our company, what is labelled «Swiss organ» contains «Swiss organ».

Globalisation can no more be avoided in the art and craft of organ building than in other business spheres. For some years now it has been possible to import ever more components very cheaply from emerging countries. In spite of the consequent downward pressure on prices, we at Kuhn Organ Builders decided consciously to refrain from such imports - a decision that is actively supported by our employees. It is based on three reasons: In the long run we do not want to give up our precious knowledge. On the contrary, the fascination of the profession of organ builder should be completely upheld and passed on to the next generation. In the second place we stand clearly by the manufacturing plant in Switzerland i.e. in Männedorf, and want to maintain local employment. And last but not least it is only with almost completely in-house production that we can continuously ensure the high quality of our instruments.

Joint renunciation of fringe benefits

When deciding to keep consistently to almost completely in-house production we also have to consider possible economic consequences in the long run. The whole team agreed to support these consequences jointly. Our employees now voluntarily renounce a part of the fringe benefits they received in the past. Nevertheless, in total the benefits for our employees still considerably exceed those laid down by the collective agreement). However, this readiness to renounce deserves respect. It shows that we are all pulling together. Thus we jointly contribute to the preservation of our traditional craft in Switzerland.

We lead with transparency, back co-determination, participation and trust

Identification and commitment are based on trust and participation. Trust develops when honest, transparent and regular communication takes place. Therefore our by-laws - whether they are applicable for the management, the cadre or other employees - can be viewed by everyone including apprentices. In our company the staff meeting adopts important subjects

such as our company philosophy or the employment conditions. The staff meeting traditionally takes place twice a year.

For us a critical attitude is desirable. We think it is important for the success and the existence of our company in the long run. Therefore we foster direct communication between employees and superiors or members of management. An important authority for our democratic structures is the employment committee which meets four times a year. Its major concern is to protect and realize the interests of our employees as well as to promote the interests of the company.

True partnership also means participation: from a financial point of view a third of the company profit goes to our employees.

Innovation, quality assurance, basic and further training

To guarantee the high standard of quality of our organs and the constant development of our knowledge for a long time we set up three permanent working groups. In these working groups employees deal voluntarily with the subjects «innovation», «work processes and quality assurance» and «basic and further development», partly working unsocial hours. The results directly benefit our clients. As part of our further training we organise so called «business lunches» with special subjects, organ visits on a regular basis and, every two years, an organ-viewing study trip.

Only what burns inside ...

... is able to shine on the outside. - We take this guiding principle seriously. With our instruments we want to bring great pleasure to people. We contribute considerably to music and organ culture with our work and commitment. The organ has a deep-rooted tradition in Christian culture, and we also see it as means by which to propagate, to cultivate and to foster the development of human and ethical values. With this in mind we not only work for organ building but live for it.