

TMP news



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New TM.P. S.p.A. - Termomeccanica Pompe Structure



In October, TM.P. S.p.A. - Termomeccanica Pompe formalized the share transfer deed with Termomeccanica SpA related to its equity in Termomeccanica

Saudia Co. Ltd. and TM.C. S.p.A. - Termomeccanica Compressori.

This transfer from the holding company gives way to a restructuring aimed at creating a Mechanical Industry pole of companies better suited to face the near-future socio-economics scenarios. The current world economic crisis has had strong repercussions on the Industry and cost saving has become the prevailing market driver. The impact of Globalization will be disruptive and will manifest itself with an increased aggressiveness from the Far East competitors, including on industrial products.

It is highly probable, if not certain, that the economic recovery and growth of industrial activities in developed countries will depend more and more on products with high-technology content as well as products designed and manufactured with innovative processes.

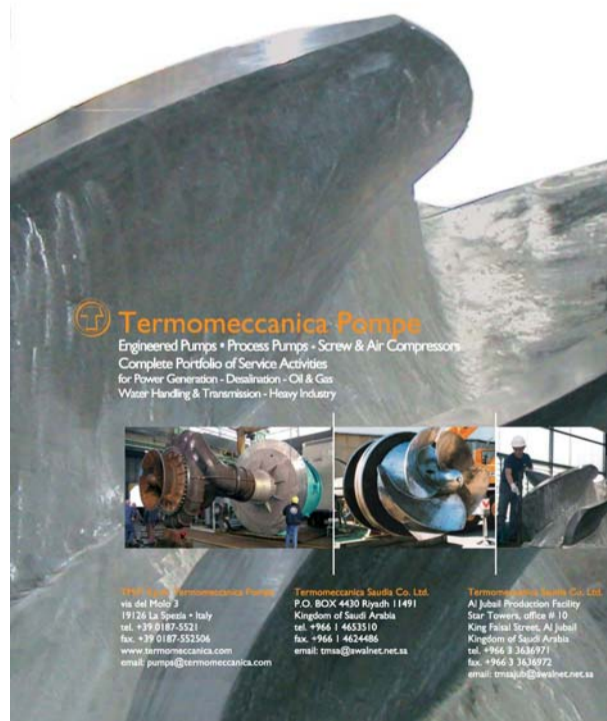
Therefore, the challenge will be less critical for the companies whose dimensions are such that they allow to allocate adequate resources in R&D and have a global market visibility.

The new Mechanical Industry pole of companies include the leader TM.P. S.p.A. - Termomeccanica Pompe based in La Spezia, TM.P. Termomeccanica Pompe Service Sud S.r.l. based in

Taranto, S.C. TM.P. Termomeccanica Romania S.r.l. based in Bucarest, TM.C. S.p.A. - Termomeccanica Compressori based in La Spezia, Termomeccanica Saudia Co. Ltd. with offices in Riyadh and Al Jubail, TM.C. SS based in Shanghai and finally, TM.P. S.p.A. - Termomeccanica Pompe - U.A.E. Branch based in Sharjah (United Arab Emirates). With this new structure, TM.P.'s 2009 turnover will total 86 million Euros and the various companies will be able to benefit from synergies related to market presence both in terms of sales and procurement of semi-finished materials.

The rationalization plan to improve efficiency of the new structure has already begun and the first results are expected starting from 2010.

Edoardo Garibotti,
Managing Director



TM.P participates to the Exhibition "SMART 2009"

TM.P. took part in the 5th edition of the SMART International Workshop which was held in La Spezia from November 5th to 7th.



SMART (Ship Manufacture Alliance Research Technologies) is a workshop dedicated to the Shipbuilding & Nautical industries and all related technologies. This year, more than 200 exhibitors from all over the world participated to the event and held one-on-one meetings amongst themselves, meetings during which they had the opportunity to exchange information and present a wide range of innovations answering the ever-increasing market demands.

TM.P. also actively contributed to the event through its R&D Manager intervention during the seminar on High Performance Computing Applications held by the Ligurian Marine Technologies District, district of which TM.P. is a member.





Vendor Rating



In view of a continuous performance improvement oriented towards complete customer satisfaction, TM.P. has perfected the evaluation

procedures of its suppliers, seizing the opportunities offered by new information technologies. In fact, the company has recently completed the creation of several software tools which allow a detailed control of the handling of materials delivered as well as of their quality: thanks

to these programs, it is possible to evaluate the quantity of defective parts, repair costs and number of days of delay caused. Consequently, such software, created through a Web 2.0 application using Microsoft Share Point Services 3.0, make it possible for the various areas of the company to know the status of the non-conform components in real time. The Procurement Department has been directly benefiting from these new tools which have contributed to the improvement of its **Vendor Rating** system: based on the results obtained from data processing, evaluation forms on suppliers' performances are filled out and, consequently, their level of

reliability, whether in terms of quality of components or of punctuality of delivery with respects to contractual clauses, can be continuously monitored. Constant attention to technological evolution is a necessary condition to achieve the objectives set by our company's Mission, coherently with the philosophy of the **A.R.D.E. (Reaching for Excellence)** Project, guiding thread of the latest initiatives undertaken.



A.R.D.E.– Searching for Excellence Project:

Starting with the Competence Teams Programs and Activities...

A Few Words from the Competence Team Leaders

Initiative

The "Iniziativa" Competence Team's task is to promote within the company this fundamental driving force behind all activities. The Team, whose 10 members come from all departments throughout the company, has planned a series of activities that will start with a self-assessment questionnaire to stimulate self-reflection on one's own experiences regarding the competence at hand. The Team's activities will then continue with the issue of a guide whose objective is to help facilitate and improve one's own spirit of initiative.

Team Work

"To feel an integral part of a work group with a clearly defined objective, to build solid relationships and to direct & value one's contribution". Such is the definition which efficiently summarizes the objective to be reached.

The starting point of this Competence Team's work will be the distribution of a questionnaire whose objective is to better understand TM.P.'s personnel needs and expectations related to the workplace. On the basis of the collected data, a program of work and non-work related activities will be scheduled to promote team work inside the company.

Foreseeing and Solving Problems

The problems that our business entail are not always faced or/and solved in due time and in a systematic way.

For this reason, this competence team has elaborated a questionnaire to collect ideas from all TM.P. employees regarding possible improvements that the company's organisation might make not only to renew and improve the practice of this competence but also to increase individual sensitiveness on the issue and stimulate a more systematic approach to everyday work activities. Based on both the analysis of the data collected and discussions with the various company functions, the Competence Team has set itself the objective to bring out real proposals to reassess company procedures through the review of existing procedures / operational instructions and/ or the definition of new ones. The Team is also gathering from various available sources material on Problem Solving Theories and Methods, material which it will divulge throughout the company thanks to meetings, seminars, printed or on-line documents, etc... Further initiatives might be developed once the analysis of the questionnaire results has been performed.

Focus on Company Objectives

The aim of this Team is to make company objectives clear, real and in line with the work context of each and every function level.

Thanks to a specific questionnaire, the Team will shortly develop a system that will be interactive with all company functions through a dedicated Intranet area.

The Team's long-term objective is to divulge a "Customer Satisfaction" oriented culture, supported by a pervasive internal customer satisfaction measurement system that will allow to develop awareness related to the results one's own work.

Responsibility

During the last company plenary meeting dated Sept. 15th, the "Responsibility" Competence Team presented an action plan to monitor and improve the competence-related behaviours.

The Competence Team's first step will be the distribution of a questionnaire to be filled by all company employees in order to identify which behaviours need to be valued. Specific tools will subsequently be activated regarding the individual needs identified from data collection.

Finally, following the suggestions received during the plenary meeting, the team will aim at evaluating the various individual responsibilities within the company's production process so as to improve the appraisal of each and everyone's contribution to the company's success.

The editors of this issue are:

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Our mission

To contribute to the success of our customers through our experience and know-how. We pursue this goal giving the utmost consideration to the hard work and commitment of employees and suppliers, respecting Environment and complying with expectations of our Shareholders.

