

French for the unsuspecting!



Agenda

Donald Mackenzie

Head of Personnel and Communications for
the Dundee Site

- Introduction to Michelin
- Meet some of our French speakers
- Conclusion
- Questions



Highlights of the Michelin Group



World Major tyre industry player
15.5% market share, No.1 or 2

Global sales of €21.7 Billion
Operating across 170 countries

Production sites

69 plants in 18 countries produce:

- **176 million tyres, cycle to Space Shuttle**
- **10 million maps and guides**

Highly-qualified staff

113,000 of all backgrounds and cultures
including 6,000 in the Group's R & D

French is the first language of the
company!

An Introduction to Michelin in Dundee

MICHELIN 44 YEARS IN DUNDEE

Employ ~850 People

~£45m per year into local economy

Site 32 Hectares, 7 Hectares of Buildings

Currently in the middle of a transformational investment project



2016



An Introduction to Michelin in Dundee

Our Products

- /// Car 13", 14", 15" & 16" tyres
- /// 7.5m tyres per year, 23.5k tyres/day
- /// Flex +20%, -24%
- /// 95% Exported outside the UK
- /// ~30% Exported ex Europe inc China & India

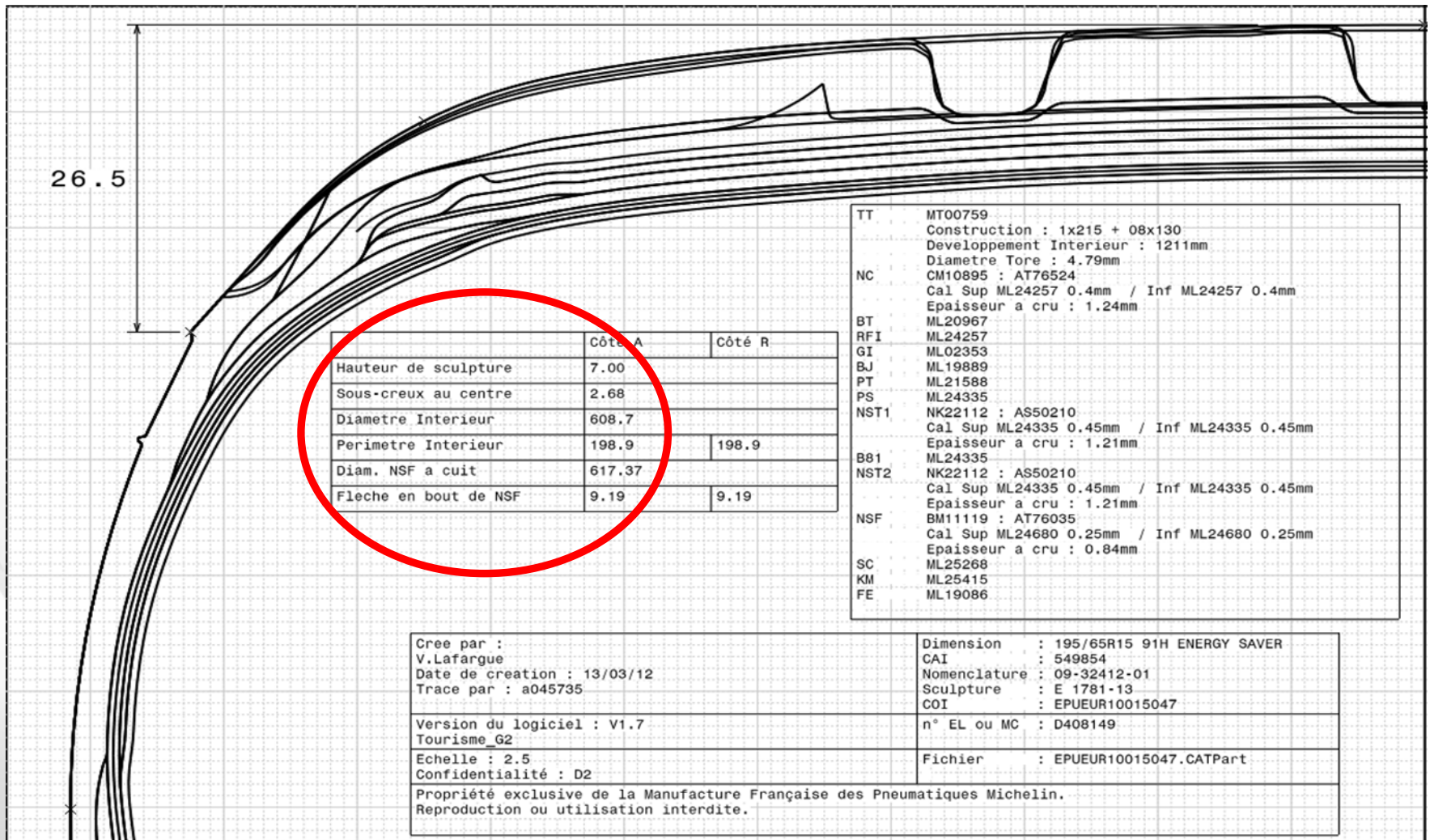


Dave Stopper - Carnoustie



- /// B Eng – Civil Engineering**
- /// O Grade French**
- /// Competent written and spoken**
- /// Uses French every day**
- /// Employed as a green tyre designer**
- /// Technical adaption of tyre to Dundee equipment**

Technical drawing of a tyre



Rhona Crofts - Abernethy



- /// Phd in Chemistry**
- /// O Grade French, Latin Higher**
- /// Speaks French, Spanish, German and Russian and a working knowledge of Mandarin**
- /// Uses her languages weekly – has worked in China, Russia and France**
- /// Operations and Quality manager**



Michelle Lawrence- Dundee



- Went to Craigie High**
- Has French standard grade**
- Works in the supply chain and deals with people from France, Germany, Italy, Spain and Poland**
- Common Language is French. She has no choice!**

Rory Fagan - Dundee



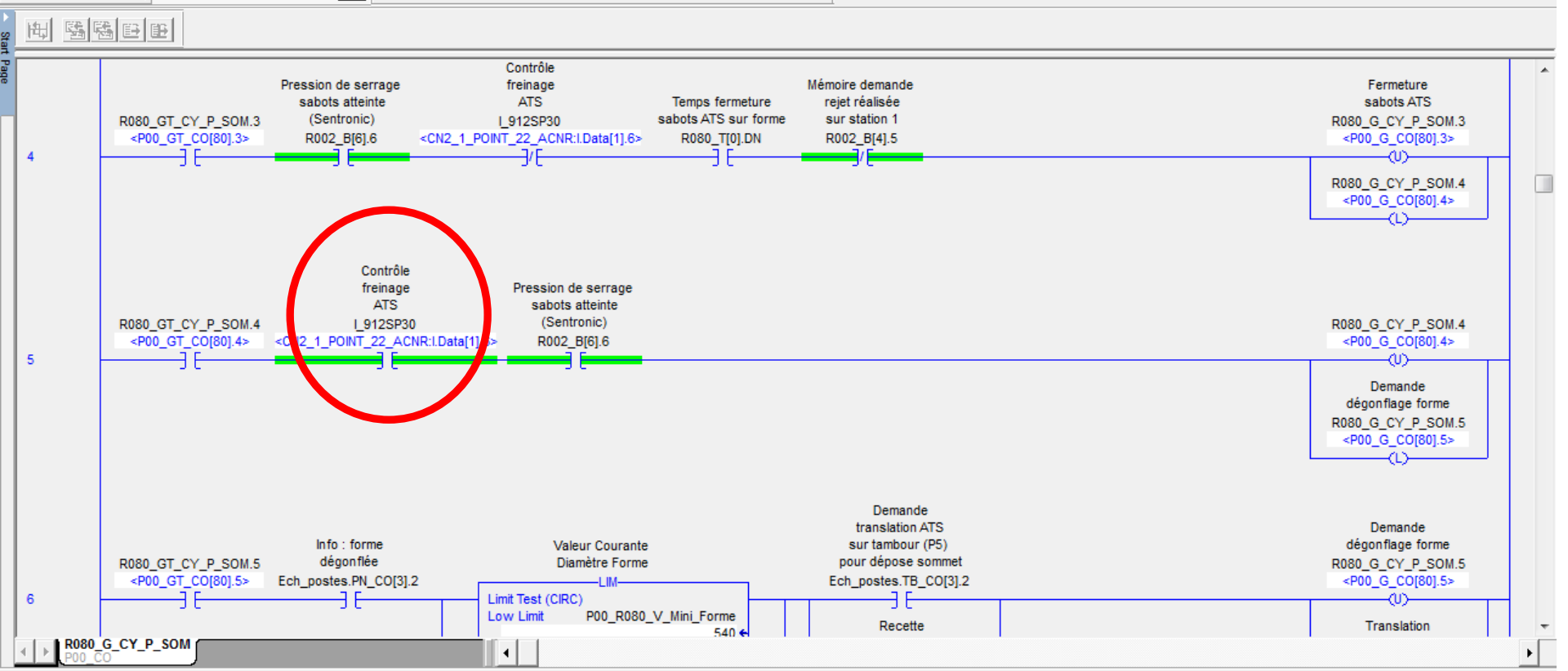
- /// Michelin Apprenticeship**
- /// Spanish standard grade**
- /// Engineering trainer**
- /// Learnt French at Michelin to understand drawings and machinery**



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Careers/Choices and Decisions?

Do you know what you want to do?

Were you lucky enough to have a choice?

Did you choose something from a young age and follow it?

Or is it all a bit vague.....let's see now/maybe?

Donald Mackenzie

What shall I do with my History degree?



University of St Andrews

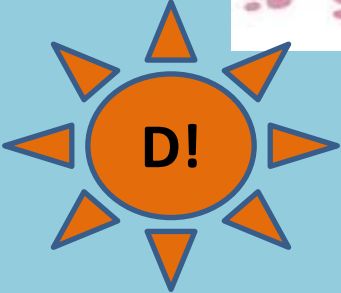
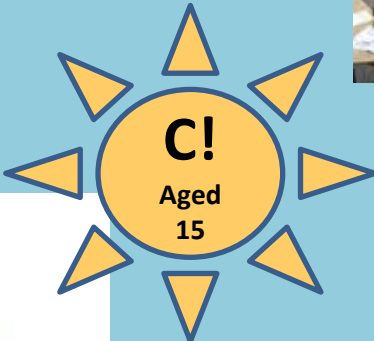
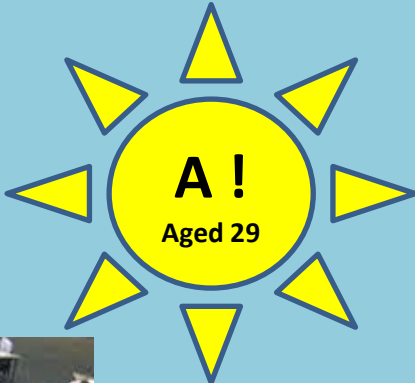




My office for
two years!



My French Qualifications!



What do I do now?

- Responsible for all People Issues and all Communications**
- HR professional – Chartered member of the CIPD**
- Manage a team of approx. 10 professionals**
- Part of Site Senior Management Team – Direction, Strategy, Business Results. Deputy to Factory Manager.**
- Work in Dundee, part of a UK team, sit on various European groups**
- I need French. I am not very good, my grammar is poor.....but there is no choice**
- Meetings, Link ups, e-mails, seminars, training**
- Could still actively be learning French but just now I have other priorities.**
- Possible next job is in France?**

Conclusion

- Language allows us to do our job, it is not a job in itself***
- Nobody that I have introduced you to today specialised in French or another modern language at School or University***
- We are all humbled by the language ability of our European colleagues***
- To be part of something, you need to get involved***
- We all give it a go!***

Questions?