

## Creating Mutually Beneficial Relationships

The COVID-19 pandemic has limited 2020 internship opportunities at many organisations, including Noratel. That noted, it is important to look beyond the pandemic and remember the importance of continuous knowledge exchange and relationship building between educators, students and the general business community.

Noratel is a global organisation that encourages university students to learn and work alongside experienced professionals and leaders. The same applies for pupils, who participate in vocational training programs at Noratel factories. Students and pupils retain valuable experience as they prepare for the next step of their careers.

Personal development and the well-being of Noratel employees will always be a priority. These will always act as key drivers of our mutual progression and success. Together, we make sure to develop innovative and sustainable communities.

Student interns will benefit from learning about management systems, organisational culture, manufacturing processes, energy efficiency, carbon footprint, complexity of market forces and much more.

### About the internship program:

- **Noratel has partnered up with the University of Agder(UiA) in Norway, allowing students to apply for fall semester internships at Foshan Noratel Electric in China.**
- **Included in Master's Programme in Industrial Economics and Technology Management/Master's Programme in Business Administration.**
- **Offered as a part of exchange programs between UiA and Norwegian companies in high-growth economies.**
- **UiA internship partnering companies include Noratel, Yara, Jotun, Ikea, Equinor, Kongsberg Maritime, Aker Solutions, DNV, Elkem and Innovation Norway.**

**"The internship program offers valuable practical experience and key insight into real-world business challenges at Noratel."**

- Sulalith Jayasinghe (MD - Foshan Noratel)





## Meet a 2019 student Intern

Name: Claus Erik Bergh

Age: 31

Internship: Fall 2019 at Noratel Foshan Electric(China)

Education (master's degree):  
MSc. Industrial Economics and Technology Management

University: University of Agder (Norway)

Graduation year: 2020

**"The internship with  
Noratel in China was one  
of the best experiences  
in my life so far!"**

- Claus Erik Bergh





Claus Erik Bergh(31) participated in the fall 2019 internship program at Foshan Noratel Electric in China. He has always loved to travel and learned about the program from a lecturer at the University of Agder.

"There were several corporations to choose between, however I favoured Noratel as I've worked several years as an electrical engineer and viewed Noratel as a high-quality supplier."

High-quality onboarding processes is incorporated across the global Noratel corporation. Introducing Noratel's global organisation, core values and culture helps interns to understand the true nature of our business.

"On arrival in China I was given a thorough introduction to Noratel and explained the role of the Chinese factory in the global organisation."

Claus Erik also had some interesting conversations with visitors from the headquarter in Norway and an engineer from

Noratel Sweden, allowing him to learn and understand more about other parts of the global Noratel organisation.

"I also spent a lot of time on the factory floor, communicating with people at different levels of the organization. Even though the language could be a challenge at times, I got some valuable insight."

Claus Erik focused on Lean- and change management during his internship at Noratel in China, providing much appreciated value to the organisation.

"I mapped the value stream of one of the main products at the Chinese factory. With the principals of LEAN I created suggestions which could reduce the through output time of a product by decreasing non-value-added time, without reducing the quality. In addition, Birgitte Austefjord and I created a LEAN workshop with fun and games to inspire LEAN thinking in the organization."

#### Above

Claus Erik Bergh and Birgitte Austefjord (2019 interns) in front of Foshan Noratel's manufacturing plant in China.

**"Claus Erik was very engaged in the tasks he did, specially with value stream mapping high runners as part of a LEAN exercise. One of the best interns we've had."**

**- Sulalith Jayasinghe (MD - Foshan Noratel)**





As a management student Claus Erik benefited from insight into everyday practical dilemmas and challenges at the factory in China. The internship also gave him the opportunity to learn from successful managers and discuss various dilemmas with them.

"Key learning from my internship was that I understood the Noratel culture, what market forces that drives the business and insight into various situations at the factory".

The internship was not only hard work, it also included fun social activities. The employees invited the student interns out for dinners and as a food lover Claus Erik enjoyed to eat food that he normally would not order. He also spent his spare time to travel.

"I took the 14 hour train ride to Zhangjiajie to go hiking in the Avatar Mountain. I visited Chengdu to see the pandas at the Zoo and eat delicious spicy food, Xian to ride a bike and look at the terracotta army, Beijing to visit the great wall of China and finally some city life in Shanghai. In addition, in Guangzhou (the city I lived in) I travelled around with the metro."

"It is so much to experience. One last thing, I was able to go backstage to visit Alan Walker before I watched his concert in Guangzhou!"

Claus Erik also chose to write his masters thesis about Noratel, a piece of work that was well received by Noratel management community.

"It was a case study with focus on decision-making by the means of business intelligence and analytics. I interviewed a total of ten Noratel managers from five different countries(Norway, India, China, Poland and Sri-Lanka). It was the contacts I established during the internship which open the door for this case-study. My findings show how a BI&A system could be designed to support the managers decision-making and in what areas a digital tool may not support them."

Claus Erik's final remark is that students should take advantage of the internship opportunities with Noratel in China.

"Enjoy and take advantage of this possibility if you get it. It is quite unique to get this chance!"

END.