

The Spotlight

Introducing to you the talent behind
APAGCoSyst



APAG
cosyst
ELECTRONIC CONTROL SYSTEMS



The Spotlight:

The women at APAGCoSyst

Meet **Sally Meloche**, Production Supervisor (Windsor, CA)

1. How did you get started in the electronics manufacturing, and what inspired you to pursue a career as a production supervisor?

I have been in many types of manufacturing throughout my career, but electronics was new to me. The thought of learning something new combined with the opportunity to start from the ground up at APAGCoSyst, which was at that time a newly established company, was very exciting. Being a Production Supervisor was also new to me and I was excited about the challenge.

2. How do you ensure that your team is working safely and efficiently, while also meeting production targets and maintaining quality standards?

Combining the health & welfare of our team with the quality standards and company targets is something that we work at every day. We are constantly in conversations about what we can do to efficiently and effectively reach our goals, and keeping an open dialogue with the team is crucial to this.

3. How do you think technology is changing the manufacturing industry, and what impact do you think it will have on your role in the years ahead?

We rely on new technology to make improvements that streamline our processes. My role will always be to ensure that our standards are met with efficiency no matter what technology we bring in.

4. How do you promote diversity and inclusion within your team, and why do you think this is important?

I feel the best ways to promote diversity is to create a more inclusive workplace & celebrate our differences. Our company credo the 5C's consideration, commitment, creativity, cohesion, and character are all perfect examples of the type of culture we want to create at APAG.

5. If you could have any superpower to help you in your job, what would it be and why?

The power of Positivity. Every day does not always go the way we plan. If I can convey a positive attitude no matter the situation, it could ease the tension that some may be feeling and make for a better workplace environment.

6. If you had to describe your job in one sentence using only emojis, which ones would you choose?





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Meet **Monika Doležalová**, Head of Industrial Engineering (Pardubice, CZ)

1. Can you tell us about your journey to becoming the head of the Industrial Engineering department at APAGCoSyst?

Well, since I was a little girl, I helped my dad with all the DIY jobs around the house where I gained a lot of technical skills and thinking. Even today I can screw, drill or assemble everything myself in my flat. I was always a hands-on individual with natural authority. I gained most of my leadership and organization skills during my six years stay in the quality department of Flex, my previous employer. Then I joined the quality team in APAGCoSyst, and I was always able to analyze the problem and find the root cause and come up with a good technical solution. I think all this helped me to get the opportunity to be the head of the industrial engineering department.

2. What are some of the biggest challenges you face in your role, and how do you overcome them?

Just imagine that you suddenly over night become a mom of 25 men. 😊 I think that this was a real challenge to manage and lead this big unorganized group. I had the advantage that I was promoted within the company, so I knew all my new subordinates quite well. They knew that I don't let up and when I want to reach something, I will bother them for so long until I get it. So, in the end, they realized that is better to cooperate with me than to fight with me. 😊 I think that we created together a really great team, which increased their capability each day to a higher level. Thank you to all.

3. How do you think the field of industrial engineering is evolving, and what opportunities and challenges do you see in the years ahead?

I think that Industrial Engineering is the core of each manufacturing company. It doesn't matter if it is Automotive, Industrial, Medical, Aerospace, or other segments, each company will have to build and set up the processes for how the products will be produced. The trends in the market are so fast, that there will be always opportunities and challenges.

Today, I see the biggest challenges in the implementation of the new technologies as laser soldering, injection molding, or the possible production of the smallest PCB (smaller than the micro-SIM card is) in APAG's history.

4. What advice would you give to young students who are interested in pursuing a career in industrial engineering, and what do you think are the key skills and qualities needed for success in this field?

I think that if anyone will believe in becoming the head of something, will be hardworking, responsible and reliable, always willing to help, a fast learner and adaptable, loyal and frank, communicative leader with natural authority and conscious of the importance of teamwork, then there is a chance that it will happen. The most important is to not be afraid of the challenge, accept it and make it happen.

5. What's the most unusual or creative solution you or your team has ever come up with to solve a problem at work?

Um, that is a really difficult question to select just one solution because we come up with some unusual and creative solutions every day. Our working environment is dynamic, and everybody has to be flexible and work on a lot of topics at one time. Now pop-up in my mind, for example, we implemented plastic carriers for automatic production lines instead of metal carriers, where the cost for one carrier is 10x more expensive. Or we used a potting material where the fluidity was different on each module and on some modules, we had a lot of unpotted parts, so we tried to implement a part heater, we got the part temperature to 40°C and once we potted the part the potting material heated a bit and started to be more fluid. How easy is that, right?

6. What's your favorite team-building activity to do with your IE team, and why?

We organized for example a paintball match or a brewery tour with tasting in the past. I cannot tell you which activity was the best and why. I have a really great team, where we support each other and make our working environment friendly, which I really truly appreciate. Thank you to MY Team! 😊



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Meet **Usha Sreeram**, R&D Project Manager (Windsor, CA)

1. Can you tell us about your role as a project manager in the APAG R&D department, and what projects you are currently working on?

As a project manager in the APAG Research and Development (R&D) team, my role involves overseeing and coordinating all aspects of the project to ensure its success. This includes planning and organizing the project, communicating and collaborating with team members and stakeholders, managing project risks and budgets, and evaluating the project's success. I am responsible for ensuring that the development of the project is completed successfully and that the team delivers innovative and high-quality work.

I am currently working on three projects. Two of them are motor control ECUs for different applications in a car. The other project is for developing an ECU which controls interior ambient lighting in a car.

2. What do you enjoy most about working in R&D, and what do you find most challenging?

Every project in R&D is unique and comes with its own set of challenges. I enjoy the opportunity to constantly learn and explore new technologies. This keeps my work interesting and exciting. I am always exposed to new advancements, and I am able to apply them to my work to create innovative solutions.

I find it challenging to stay patient and persistent as it involves numerous setbacks and challenges before the successful completion of a project. It is also challenging to have a high degree of creativity and adaptability to get through these setbacks and new challenges.

3. What advice would you give to young students who are interested in pursuing a career in R&D, and what do you think are the key skills and qualities needed for success in this field?

To pursue a career in R&D, I would recommend focusing on building up knowledge in the related field. It is also important to have good critical thinking and problem-solving skills. Working on personal projects related to the field, pursuing internships and research opportunities can help you develop the necessary skills. These skills and qualities will help you stay up-to-date with the latest advancements, solve complex problems, and work collaboratively with others in the field.

4. If you could invent any gadget to make your work life easier, what would it be and how would it work?

An automated test case generator and tester for embedded systems. It would be a system that can take requirements as inputs and generate a list of test cases. It will also be able to run the full test without any manual control.

5. If you could have any fictional character on your project team, who would it be and why?

It would be Jared Dunn (Donald) from silicon Valley. He is a kind and empathetic character with a very unique sense of humor. He plays a vital role in keeping the team together during challenging times, while also offering candid and honest opinions without reservation.