



**KEEPS YOU GOING.**

# ***TVH AT A GLANCE***



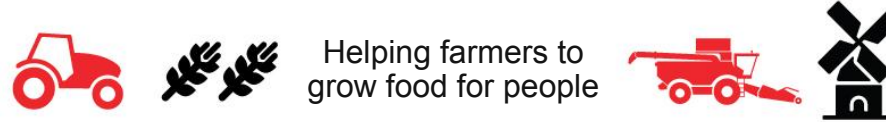
# OUR PURPOSE: WE KEEP YOU GOING & GROWING

Our vision: We are committed to delivering all products and services to keep equipment running smoothly.

## APA

### AGRICULTURAL PARTS & ACCESSORIES

Tractors  
Implements  
Combines



Helping farmers to  
grow food for people



Helping to build and maintain  
infrastructure and serve  
manufacturing needs for people



## IPA

### INDUSTRIAL PARTS & ACCESSORIES

Container handling  
Personnel & burden  
Sweepers & scrubbers  
Tail lifts  
Ground support equipment



Helping to support  
the supply chain for  
people



## CPA

### CONSTRUCTION PARTS & ACCESSORIES

Mini excavators  
Compact track loaders  
Skid steers  
Mobile elevating work platforms  
Telehandlers

## MPA

### MATERIAL HANDLING PARTS & ACCESSORIES

Forklifts  
Rough terrain  
Handling equipment  
Truck mounted

## ... A HIGHLY EFFICIENT DELIVERY SERVICE

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**> 27 000**  
orders per day



**> 86%**  
e-commerce orders

**> 88 000**  
order lines per day



**95%**  
same-day shipments



# TVH AT A GLANCE

## Facts & figures



**1600 m** euro  
consolidated turnover  
(2022)



**> 100 000** active  
customers in  
**182** countries



**88%** of our customers  
would recommend TVH  
as a great partner  
to work with



**> 5000** colleagues  
worldwide



**67** nationalities  
**57** spoken languages



**> 47 000 000** known  
references  
**> 930 000** different stock  
items



**90** branches  
worldwide



**95%** same-day  
shipment  
**> 27 000** orders per  
day



**> 86%** orders via  
e-commerce



**OUR SERVICES  
TAKE YOUR  
BUSINESS TO THE  
NEXT LEVEL**

**TECHNICAL  
SERVICES**

We help you find the right part, even if you don't know the details of the machine.

**MANUFACTURING  
SERVICES**

We offer in-house engineering and manufacturing of parts.

**REMANUFACTURING**

We offer a wide variety of remanufactured parts.

**REPAIR  
SERVICES**

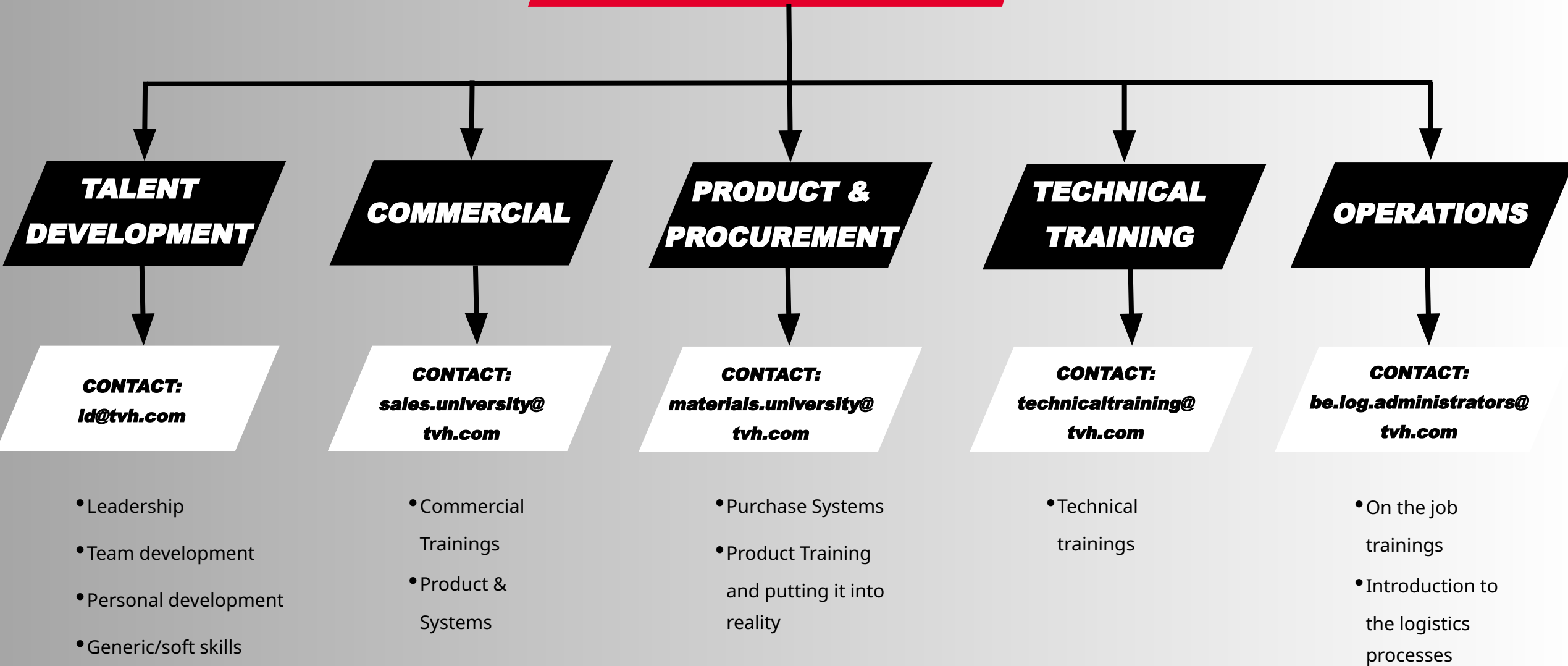
We repair parts for all types of machines.

**TVH  
UNIVERSITY**

Our TVH University offers hands-on technical trainings for customers and employees.



# TVH UNIVERSITY



# ***OUR MISSION***

***Engaging the hearts, minds and potential  
of our people for lifelong learning***



# ***TALENT DEVELOPMENT TEAM***



***Mihaela Uricaru***

TD Director



***Koen Mathys***

TD Manager



***Hermien Wittouck***

Organizational Development  
Manager



***Yves Grossen***

TD Specialist



***Manou Jacobs***

TD Specialist



***Chahra Abid***

TD Advisor



***Marieke Spiessens***

TD Advisor



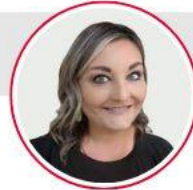
***Martha Burt***

TD Manager



***Jarod Shulista***

Training Coordinator



***Sara Kittle***

Instructional Designer



# Key Elements of a Successful TD Structure

## Key Roles and Responsibilities

### Organizational and Leadership Development



### Talent Design, Development, Delivery, Evaluation, Implementation



# ***Onboarding @ TVH***

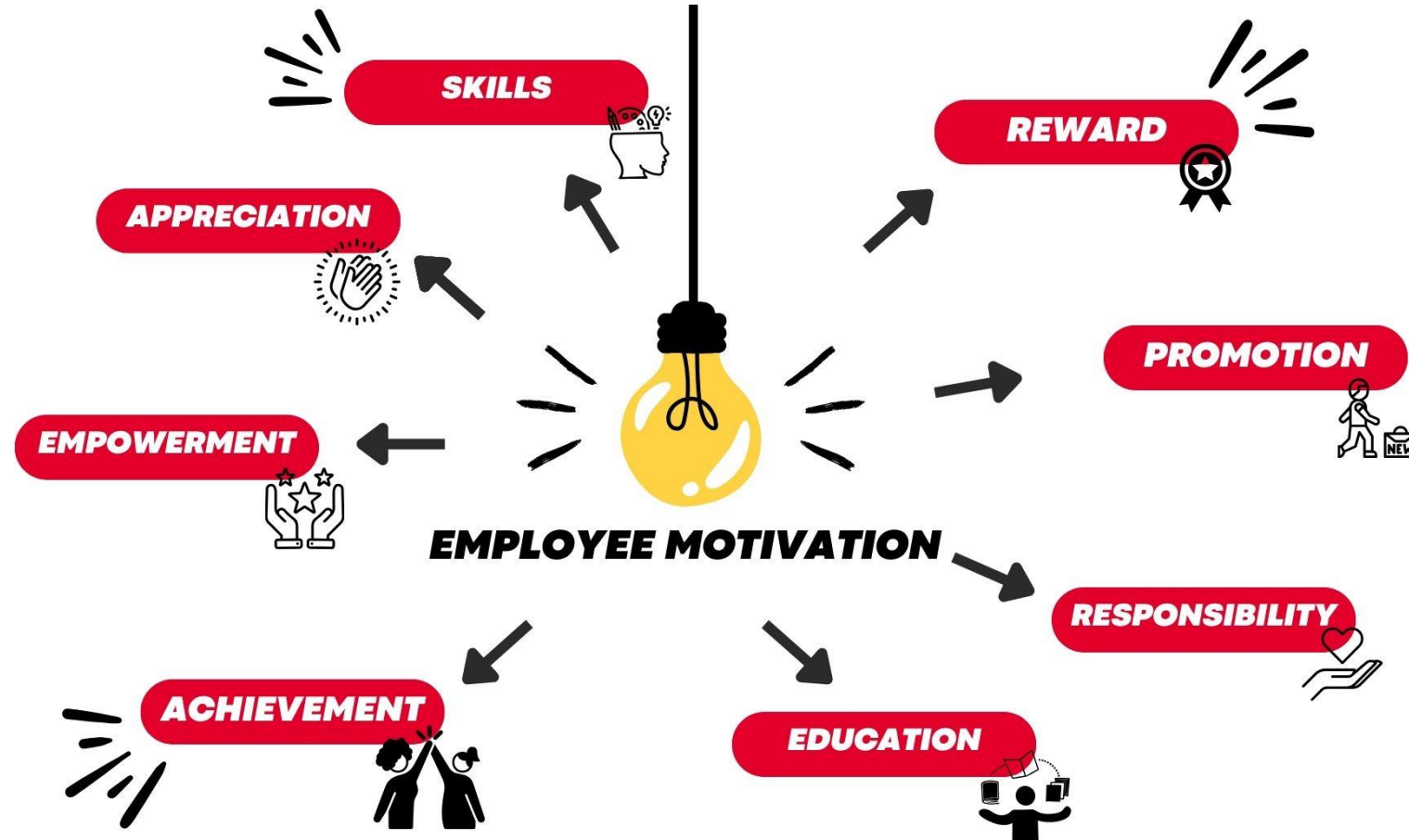


***Challenge***



## Let's start with why...

By offering a **great onboarding experience** and many **opportunities to learn & develop**, we will have engaged employees who are eager to work at TVH and who will attract and **motivate** others to work with us





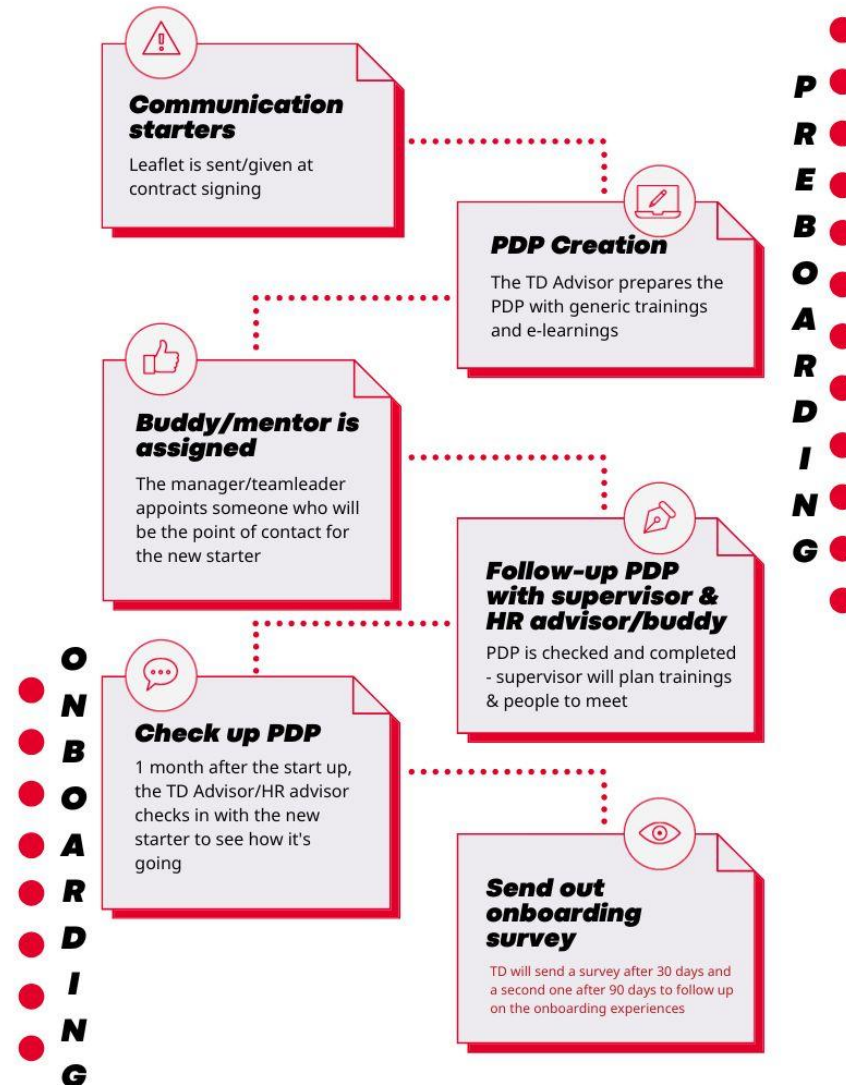
## Our recent initiatives

- Steering group > bi-monthly meetings
- New PDP template - buddy
- New welcome e-mail
- E-learning
- Info session People Leaders
- Leaflet
- Onboarding survey (30 days & 90 days)

| A                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | B                            |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| <div><div></div><div><h3>PERSONAL GROWTH</h3><div> CREATIVITY</div><div> VISION</div><div> MOTIVATION</div><div> PLANNING</div><div> DEVELOP</div><div> LEARNING</div><div> TRAINING</div><div> GOALS</div></div><div><b>KEEPS YOU GOING.</b></div></div> |                              |
| <b>PERSONAL DEVELOPMENT PLAN (PDP)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                              |
| Name:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                              |
| Department:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Finance                      |
| Team:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                              |
| Position:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Business Improvement Manager |
| Start date:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 16/10/2023                   |
| Internal shift:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | NVT                          |
| Buddy:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                              |
| Team leader:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                              |
| Manager:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                              |
| Director:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                              |
| ate email:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                              |

# PRE-AND ONBOARDING

## TIMELINE



**Also in scope:**

- **Reboarding**
- **Offboarding**

# ONBOARDING LEAFLET



## ONBOARDING FOR PEOPLE LEADERS STEP-BY-STEP PROCESS

### Introduction

This document has been created to clarify the roles and responsibilities when processing TVH new hires (pre- and onboarding) and promotions/mutations (reboarding)

### Contents

- 01 Pre-boarding
- 02 Onboarding
- 03 Reboarding

## 02. ONBOARDING

### Phase 1: the first 30 days

*The onboarding process must be valued! It is crucial that new employees land in the right way, so set aside time and resources and take the job seriously.*

What can your new colleague expect on the first day?

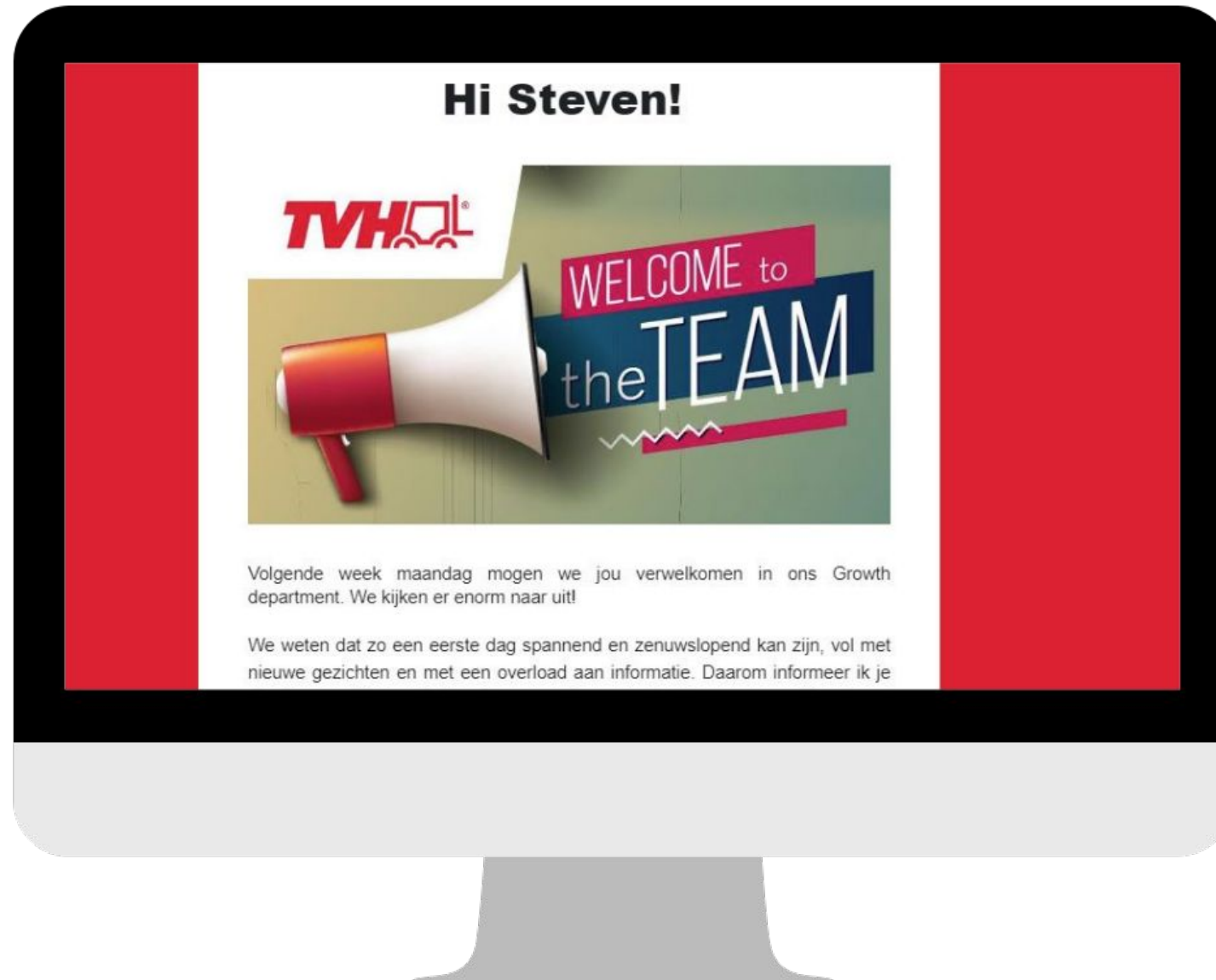
| TVH WELCOME<br>(always on Mondays) |                                                                                                                                                          |
|------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8AM - 8.30AM                       | Welcome at the reception in our TVH Experience Center with breakfast  |
| 8.30AM - 10AM                      | Experience Center Tour: Get to know TVH                                                                                                                  |
| 10AM - 10.30AM                     | TVH Picture (individual picture to be shown on the ID badge)          |
| 10.30AM - 11.30AM                  | Info session HR and practical information                                                                                                                |

### IMPORTANT!

Don't forget to pick up your new team member after the TVH Welcome. A team lunch is a great way to kick off the rest of the first day.



**TIP 52: GREAT PREPARATION & CLEAR EXPECTATIONS GIVE BETTER RESULTS AND MAKE THE NEW COLLEAGUE FEEL MORE WELCOME**





## ***Impact***

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- Grateful people leaders
- 
- Increase in learning hours
- 
- More awareness
- 
- Positive results onboarding survey

## Data onboarding survey

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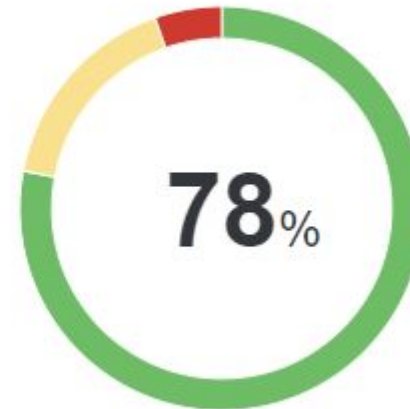
### General Impression

| Vraag                                    | Antwoorden | Distributie ▼                                                                                         |
|------------------------------------------|------------|-------------------------------------------------------------------------------------------------------|
| I feel welcomed by my supervisor.        | 168        |  <div>97%</div>    |
| I feel a fit within the company culture. | 167        |  <div>96%</div>    |
| TVH has met my expectations so far.      | 167        |  <div>93% 5%</div> |

## Data onboarding survey

| Onboarding eNPS ⓘ                                                    |            |               | ...    |
|----------------------------------------------------------------------|------------|---------------|--------|
| Vraag                                                                | Antwoorden | Distributie ▾ |        |
| What score do you give to your overall onboarding experience at TVH? | 168        | 78%           | 17% 5% |

Onboarding eNPS



***How about you?***

***Learning is the  
new hiring:***

***Case - Digital  
business  
analyst  
Postgraduate  
Program***

**TVH**

# 1. Current challenges addressed by the “Digital Analyst” Postgraduate Program

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## Challenges we are facing today

- A** Omnichannel ambitions, programs and initiatives must be supported by the entire organization / *gap becomes bigger between strategy & execution*
- B** New knowledge and skills are expected to succeed in omnichannel roll-out & digital transformation / *delta becomes bigger between expected skill-set when hired vs future*
- C** We rely on the same few people to move transformational projects forward / *lots of time spent to get everybody on the train*
- D** Moving from a product to customer driven organisation requires a mindset shift / *it's more than saying the customer is top of mind*
- E** Attracting new employees is difficult in this war for talent / *TVH should stand out in the market to strengthen the employer branding*

# 1. *Current challenges addressed by the “Digital Analyst” Postgraduate Program*

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## *What do we aim for*

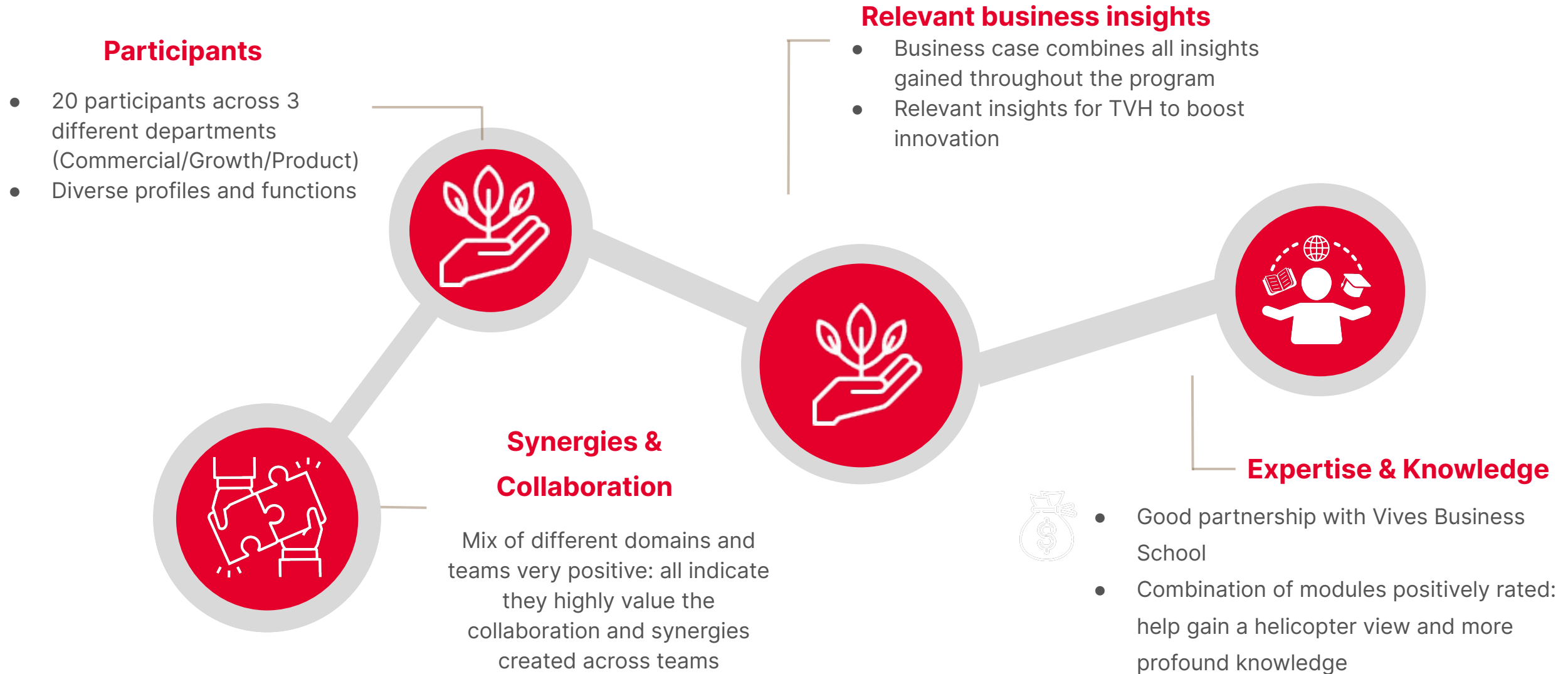
- A** **Building a solid broad base of knowledge that will help you understand the challenges and aspects for whether or not a digital transformation is successful.**
- B** **Breaking silos by using an end-to-end view to build bridges between customer experience, technology and processes.**
- C** **Learning how to develop a digital mindset.**
- D** **Becoming a key driver for the digital information within TVH.**
- E** **Officially recognised diploma.**

# 1. Digital Business Analyst Postgraduate Program in collab with Vives Business School

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| Module                                                                                                                                                                                                         | Courses (a.o.)                                                                          |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
| 1 - DIGITAL STRATEGY                                                                                                                                                                                           | a.o. customer centric culture, strategic foundations, change & project management       |
| 2 - DATA                                                                                                                                                                                                       | a.o. data driven culture, data engineering & BI foundations, analytics & TVH toolings   |
| 3 - ARCHITECTURE                                                                                                                                                                                               | a.o. enterprise architecture foundations, business process management, business systems |
| 4 - GOVERNANCE                                                                                                                                                                                                 | a.o. data privacy (GDPR), data governance, contracting                                  |
| 5 - DIGITAL SALES TACTICS                                                                                                                                                                                      | a.o. digital sales foundations, usability                                               |
| 6 - CASE                                                                                                                                                                                                       | Apply all learnings on a TVH specific case                                              |
| <b>Approach</b>                                                                                                                                                                                                |                                                                                         |
| <ul style="list-style-type: none"><li>• Customized Program in collab with Vives Business School adapted to TVH needs</li><li>• Full year program with business case relevant for TVH as final output</li></ul> |                                                                                         |

## 2. Overall feedback and experience after first year



## 2. Overall feedback and experience

The session on Digital Mindset was great. I now look at digitization differently and am really inspired thanks to the many examples.

Zeer interessant! De oefening met de xp center was super leerzaam om ook zelf aan de slag te gaan en zelf nadenken over nieuwe ideeën. Top gedaan!

I've learned so much throughout this year. My eyes have opened and I know understand Innovatis way better, as well as the huge importance of data.

The trainers and content is great and has really helped me to see the bigger picture.

Digital Literacy module offered great content. Can be difficult to grasp, but was not presented in a complex way. Definitely interested to learn more about data and how to link this to our TVH strategy and dept.



Digital Literacy is a very interesting topic! Vaak ging het wel super snel waardoor het in de les moeilijker te volgen was. De les nadien kwamen gelukkig elementen terug. Algemeen heel bruikbare lessen!

## From our perspective

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**Laura**  
*Global Ecommerce Expert*

- The trainings give more insights on **all aspects of a business**. It's a great mix between strategy, data, processes and all parts within projects.
- My total view from how a project fits in the broader context of the company upto implementation has improved a lot by taking these courses. I understand now more **why certain decisions are taken** and how to **express a more informed opinion** during project meetings.

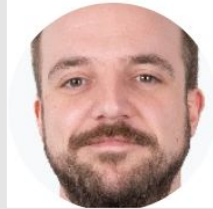


**Julie**  
*Omnichannel Strategy Analyst*

- By doing the program, you really get to **connect with other departments** and understand their core tasks
- **I had no data skills** at all, like most of us. I still don't have the wish to become a data analyst, but now I can at least understand what they are talking about.
- I'm able to **understand and apply business strategy** into my daily tasks and projects now.

## From our perspective

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**Dieter**  
**General Sales Manager**

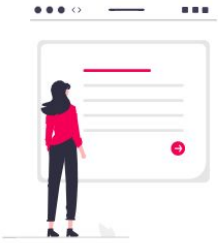
- Thanks to the course, I had the unique opportunity to **work with colleagues from different departments**. It not only broadened my network within the firm, but also helped me understand our organization from a variety of perspectives.
- One of my favorite parts of the training was **learning how to connect our firm's strategic goals with real value for our customers and employees**. It shaped my thinking in a new way.
- If you want to gain a broader understanding of our company, improve your skills in data and project management, and **increase your impact within the organization**, the training at is the perfect opportunity.



**Stefanie**  
**Learning & Development Lead**

- The training program provided me with more insights in TVH's strategy. As a result, **some ongoing projects start to make more sense**. Seeing how processes are mapped, and how all pieces (data, architecture, strategy) fit together like a puzzle was really interesting. **The knowledge gained will also allow me to make decisions or proposals in a more structured way.**
- **The training challenged me in different ways, especially the data part.** However, I now have a basic knowledge of how data works and of some principles which may be interesting for my daily job. Maybe now I will be able to define what a Tableau dashboard should look like when I need one.

## What's in it for me as participant?



**You're never too old to learn something new**



**Domain experts will teach you everything you need to know and this will lead to an official degree**



**Complete view on how it's done within TVH**



**New connections within TVH**

### BUT ... BE AWARE



**A big investment of your time is needed.**



**Deadlines don't always match your personal or work life.**



**The courses are really interactive, so it's not just sitting down and listening.**

### 3. Impact

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#### What did we aim for?

##### Participants:

- have built a solid understanding of the key challenges that can help or hinder a **successful digital transformation**
- have become **key drivers for the digital transformation** at TVH
- cultivate a **Digital Mindset**
- can easily **connect the dots between technologies, processes and end-to-end customer experience design**

##### TVH:

- strengthen the TVH employer brand
- USP during job application process

## 4. Current program 2023-2024

### PARTICIPANTS & NUMBER OF GROUPS

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#### *Who are our participants this year?*

- **EMEA (5 different countries)**
- **English courses**
- 20 participants
- Mix of participants in Waregem + remote EMEA (**blended approach in location of Vives Business School**)
- All Omnichannel & marketing teams invited
- All business analyst and project coordinator roles **across all domains** invited

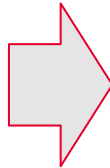
#### *Time investment & cost*

- 50/50 time investment for the courses during the year in EMEA
- 0.5 day/week personal investment for intermediate assignments and business case
- TVH covers the full cost for subscription

## 5. Digital Business Analyst Postgraduate Program - Takeaways

### Lessons learned

- 2-3 participants faced **difficulties applying the insights into practice in their job** due to the limited scope of their role, esp. product advisor/purchasers
- Some participants eagerly contacted **many TVH stakeholders** to get input for their business case ⇒ for some unclear what time they could spend on this
- The participants presented their business case for a Vives & TVH Jury before the end of the program. Avoid risk to lose the strong knowledge and mutual connection they have created



### Solutions

- **Target group: identify functions with a broad scope to ensure the new insights can be applied in the current function:** project coordinator & business analyst roles across domains + omnichannel & marketing
- **Make clear agreements** upfront and make sure the business case clearly contributes to the TVH strategy
- **Create a Vives Postgraduate Community** where participants can share their business case with a broader TVH audience and share their experience to the next “generation” candidates, and even act as a coach.

***How about you?***

# ***Technical Training***





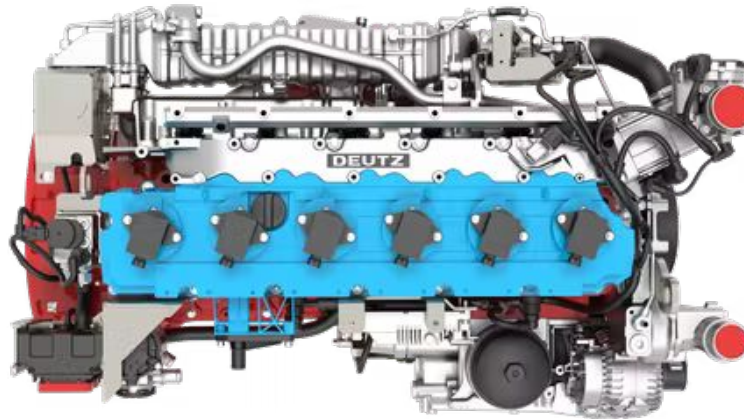
[technicaltraining@tvh.com](mailto:technicaltraining@tvh.com)

## ***Why is TVHU TT important for TVH?***

**The current technological developments in the world of industrial vehicles are unprecedented**



**LITHIUM ION  
FORKLIFT BATTERIES**



## 5 pillars

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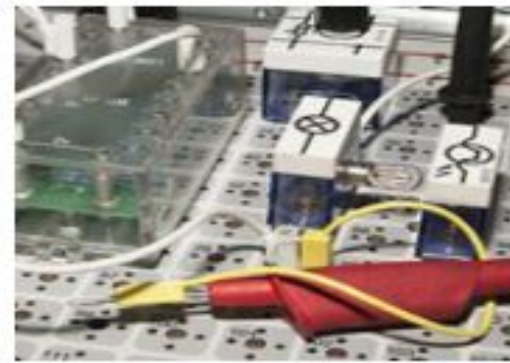
**INTERNAL COMBUSTION  
ENGINES**



**HYDRAULICS**



**TECHNICAL-COMMERCIAL**



**ELECTRICS/  
ELECTRONICS**



**POWER ELECTRONICS**

## 3 levels

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## Generic courses quick topic overview

|                             |            |                                                         |
|-----------------------------|------------|---------------------------------------------------------|
| INTERNAL COMBUSTION ENGINES | foundation | Introduction to common rail and CAN bus                 |
|                             | advanced   | New diesel technologies                                 |
|                             | advanced   | Technological evolution in gasoline/LPG engines         |
|                             | expert     | Diesel exhaust gas after-treatment & engine diagnostics |

|            |            |                                          |
|------------|------------|------------------------------------------|
| HYDRAULICS | foundation | Preliminary stage hydraulics             |
|            | advanced   | Introduction to mobile hydraulics        |
|            | advanced   | Proportional hydraulics and load sensing |
|            | expert     | Hydrostatic drives                       |

|                      |            |                                                             |
|----------------------|------------|-------------------------------------------------------------|
| TECHNICAL COMMERCIAL | foundation | Lift truck technology for non-engineers                     |
|                      | foundation | Mobile elevating work platform technology for non-engineers |
|                      | foundation | Telehandler technology for non-engineers                    |
|                      | foundation | Tractor technology for non-engineers                        |
|                      | foundation | Small earth-moving technology for non-engineers             |

|                         |            |                                                                                |
|-------------------------|------------|--------------------------------------------------------------------------------|
| ELECTRICS / ELECTRONICS | foundation | Introduction to targeted fault-finding                                         |
|                         | advanced   | Targeted fault-finding on industrial vehicles with internal combustion engines |
|                         | advanced   | Targeted fault-finding on electric industrial vehicles                         |
|                         | expert     | Oscilloscope training                                                          |
|                         | expert     | Sensors & actuators on industrial vehicles with internal combustion engines    |
|                         | expert     | Sensors & actuators on electric industrial vehicles                            |
|                         | expert     | Diagnostics and analyses of electrical signals                                 |

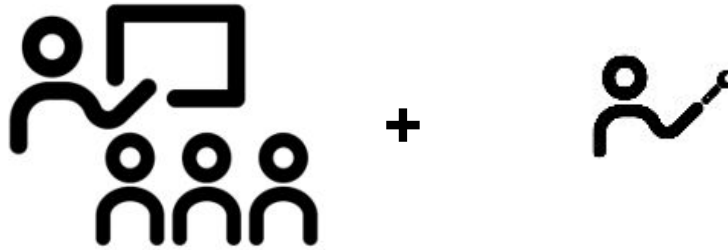
|                   |            |                                                                 |
|-------------------|------------|-----------------------------------------------------------------|
| POWER ELECTRONICS | foundation | Batteries and chargers                                          |
|                   | foundation | AC/DC motors                                                    |
|                   | advanced   | Li-ion batteries                                                |
|                   | expert     | Drive controllers : evolution and diagnostics of AC controllers |
|                   | expert     | ZAPI controller                                                 |
|                   | expert     | CURTIS controller                                               |
|                   | expert     | SEVCON controller                                               |
|                   | expert     | GENERAL ELECTRIC controller                                     |

## Training path

| TVH - Logo Customer     |                     |          |     | SKILL MATRIX - ON THE JOB COACHES - GENERIC SKILL |     |     |     |                                            |     |     |     |     |     |
|-------------------------|---------------------|----------|-----|---------------------------------------------------|-----|-----|-----|--------------------------------------------|-----|-----|-----|-----|-----|
|                         | BRANCH              | ID N°    |     | Combustion Engine                                 |     |     |     | Electronics                                |     |     |     |     |     |
| INDEX                   | Amsterdam           |          |     | INTRO COMMON-RAIL & CAN-BUS                       |     |     |     | INTRO ELEKTRISCH STORINGSZOEKEN OP HT & HW |     |     |     |     |     |
| Estimated Level 1-2-3   | Berlin              |          |     | NEW DIESEL TECHNOLOGIES                           |     |     |     | STORINGSZOEKEN OP TH HT & TH HW            |     |     |     |     |     |
| Coach                   | Brussels            |          |     | TECHNOLOGICAL EVOLUTION IN GASOLINE/LPG ENGINES   |     |     |     | STORINGSZOEKEN OP E HT & E HW              |     |     |     |     |     |
| Training to provide     | London              |          |     | DIESEL EXHAUST GAS AFTER TREATMENT + DIAGNOSTICS  |     |     |     | DIAGN-ANALYSE ELEKTR SIGNALEN              |     |     |     |     |     |
| Practical Test Passed   | Madrid              |          |     |                                                   |     |     |     |                                            |     |     |     |     |     |
| Practical Test Failed   | Paris               |          |     |                                                   |     |     |     |                                            |     |     |     |     |     |
| Theoretical Test Failed | Rome                |          |     |                                                   |     |     |     |                                            |     |     |     |     |     |
| Confirmed Coaches       |                     |          |     |                                                   |     |     |     |                                            |     |     |     |     |     |
| Employee                | DEPARTEMENT         | LOCATION | N°  | LVL                                               | LVL | LVL | LVL | LVL                                        | LVL | LVL | LVL | LVL | LVL |
| Bram                    | WORKSHOP            | AMS      | 1   |                                                   |     | 2   | 2   |                                            | 2   | 2   | 2   |     |     |
| Thijs                   | WORKSHOP            | AMS      | 11  | 2                                                 |     |     |     |                                            | 2   | 2   | 2   |     |     |
| Andreas                 | WORKSHOP            | BER      | 21  |                                                   |     |     | 2   |                                            | 2   | 2   | 2   |     |     |
| Christian               | FIELD SERVICE       | BER      | 31  |                                                   |     |     |     |                                            | 2   | 2   |     |     |     |
| Otto                    | FIELD SERVICE       | BER      | 41  |                                                   |     |     |     |                                            | 2   | 2   |     |     |     |
| Jan                     | WORKSHOP            | BRU      | 51  |                                                   |     |     |     |                                            | 2   | 2   |     |     |     |
| Pierre                  | WORKSHOP            | BRU      | 61  |                                                   |     |     |     |                                            | 2   |     |     |     |     |
| John                    | FIELD SERVICE THERM | LON      | 71  | 3                                                 | 3   | 3   | 3   |                                            | 2   | 2   |     |     |     |
| Graham                  | FIELD SERVICE THERM | LON      | 72  | 3                                                 | 3   | 3   | 3   |                                            | 2   | 2   |     |     |     |
| Enrique                 | WORKSHOP            | MAD      | 91  |                                                   |     |     |     |                                            |     | 2   |     |     |     |
| Carlos                  | FIELD SERVICE       | MAD      | 102 |                                                   |     |     |     |                                            |     |     |     |     |     |
| David                   | WORKSHOP            | PAR      | 110 |                                                   |     |     |     |                                            |     |     |     |     |     |
| Christophe              | MACHINE INSPECTION  | PAR      | 120 |                                                   |     |     |     |                                            |     |     |     |     |     |
| Charles                 | TRAINING            | PAR      | 130 | 3                                                 | 3   | 3   | 3   |                                            | 3   | 3   | 3   | 3   |     |
| Roberto                 | WORKSHOP            | ROM      | 140 |                                                   | 1   |     | 1   |                                            |     |     |     |     |     |
| Flavio                  | WORKSHOP            | ROM      | 141 |                                                   |     |     |     |                                            |     |     |     |     |     |
| Luigi                   | WORKSHOP            | ROM      | 142 |                                                   |     |     |     |                                            |     |     |     |     |     |

## ***In person AND online possibilities***

In person (classroom)



Digital Package :



e-Learning

+



Live Virtual Training

+

Practical Training  
(optional)



Digital package => E-learning

Physical basics



Click on the link below to start your E-learning. Allow pop-ups.

Physical basics

Oils, filters and cleanliness



Click on the link below and allow pop-ups.

Oils, filters and cleanliness

Not available unless: The activity **Physical basics** is marked complete



- WELCOME
- General guidelines
- INTRODUCTION
  - What is a battery? ✓
  - Types of batteries ✓
  - Battery connectors ✓
  - Safety
- HOW DOES A FLOODED TRACTION BATTERY WORK?
  - Charge and discharge ✓
  - Life span ✓
  - Temperature and sulphation ✓
- MAINTENANCE OF A FLOODED

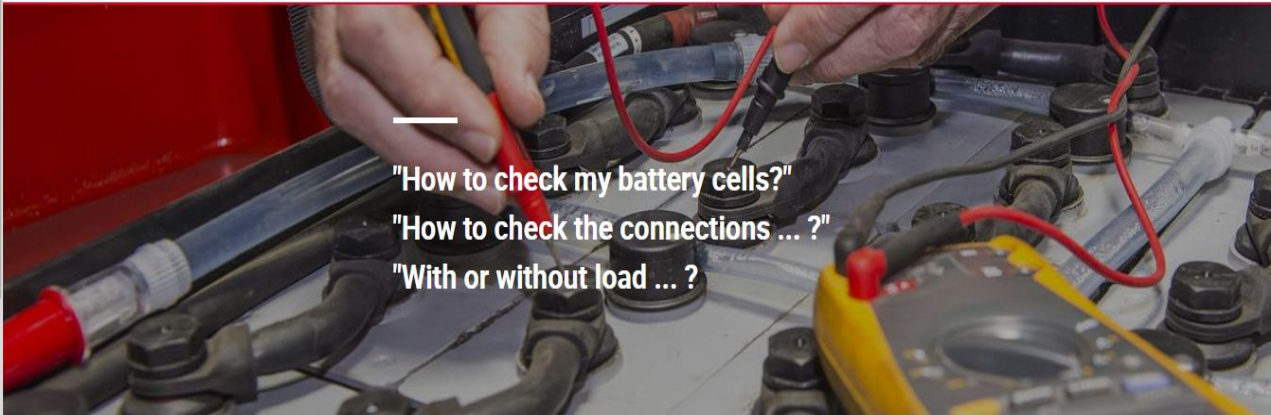


Lesson 12 of 16

Check the voltage



Stefan Beke



"How to check my battery cells?"

"How to check the connections ... ?"

"With or without load ... ?"

Procedure for flooded batteries

This procedure can be followed to measure a wet traction battery.

Caution!

- This test is best to be run on a fully charged battery at rest. (minimum 2h after charge)
- When reading values always consider 2 decimals.

## Digital package => Live Virtual Training



5 different cameras

Samsung flip interactive display



## ***'How to' sessions & stand-alone e-learnings***

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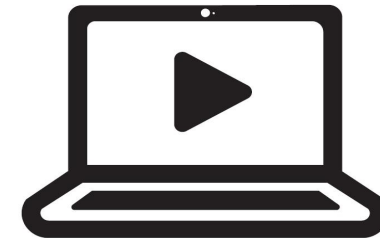
- Ideal as an introduction to TVHU TT's digital offering

### **'How-to' sessions**



- 90 minutes online session focusing on a specific topic
- 'hot' topics such as error codes, electrical faults, new emission regulation systems, and more

### **Stand-alone e-learnings**



- Available anywhere, anytime
- At your own pace and whenever you want

## ***'How to' sessions***



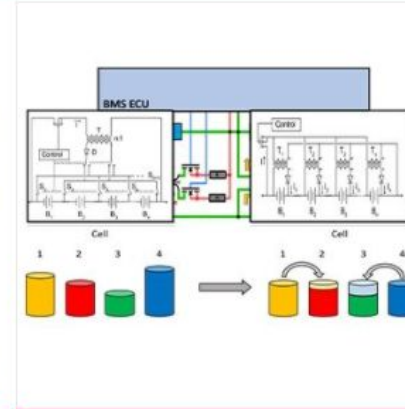
**How to deal with 85% of electrical faults**



**How to handle common rail engines and can-bus communication?**



**How to deal with error codes**



**How to handle Li-ion batteries?**



**How to deal with new emission regulation systems?**



**How to handle your hydraulic systems?**

6 How To sessions in

- English
- Français
- Deutsch
- Nederlands

&

4 How To sessions in Español

***How about you?***

***Nog niet uitgebabbeld?  
Contacteer ons via [ld@tvh.com](mailto:ld@tvh.com)***

The background of the image is a grayscale photograph of an industrial facility, likely a factory or warehouse, featuring complex metal frameworks, conveyor systems, and various mechanical components. A prominent, solid red diagonal stripe runs from the top-left towards the bottom-right, bisecting the entire image. Centered on this red stripe is the word "THANKS" in a large, bold, white, sans-serif font.

**THANKS**



[www.tvh.com](http://www.tvh.com)