



Q & A

Installation & Commissioning Manager

15 Years of Dedication Powering Every Machine Launch

Installation & Commissioning Manager: Mr. Gu

- Bridges design and assembly through real-world insight,
Ensuring machines don't just look good on paper—but work perfectly on site.
- Takes full ownership of installation outcomes,
From in-factory build to live-site commissioning under customer conditions.
- Delivers consistent, stable results under pressure,
Thanks to 15 years of hands-on experience with troubleshooting and team guidance.

01 You've been part of the company for 15 years now.
What keeps you going?

It's the sense of responsibility. My job is the final step—if something goes wrong, I'm the one fixing it. That keeps me focused.

I've also had the freedom to lead my team in a way that works. We're not chasing perfection—we're chasing reliability. That's what makes it meaningful.





02 What's the most important thing in assembly and installation from your perspective?

It's not just about following steps—it's about understanding how things work. Anyone can assemble parts, but fixing problems requires knowing the 'why.' We're testing logic, catching errors, and ensuring real-world reliability. That takes more than hands—it takes judgment.

03 What's your approach to leading your team on the shop floor?

I'm not the loudest guy, but I believe in consistency. I show up, I stay hands-on, and I don't hide from the hard jobs. My guys know I've done it all myself, so they respect that I won't ask them to do something I wouldn't do. We're a tight team. When something urgent comes in, no one waits to be told—we just start working. That's what I'm proudest of.

04 What's something most customers don't see but should know?

We test every machine like we're the ones using it. Real paper, real tension, real speed—no guesswork. It's not just a trial run—it's fine-tuning, so it performs perfectly the moment it's switched on. That's where trust begins.

05 The industry has changed a lot. How has your team adapted?

Machines are smarter now—more sensors, more automation. But smarter machines require smarter assembly. We've had to adapt: learning software setups, HMI configuration, and PLC testing alongside R&D. It's no longer just about assembling; it's about understanding how everything connects and works together.

06 What's one challenge that stands out in your memory?

A few years ago, we had to assemble a custom line for a client in Europe. Very specific specs, tight space, zero margin for delay. We had to redesign the layout during final assembly. I remember staying late, adjusting the cable routes myself. That week was tough. But when we finished and the client saw it working, the look on their face—that was worth everything.

07 What's your biggest responsibility when it comes to company reputation?

Final assembly is the last thing before delivery. If we miss something—even a small alignment issue—that's what the customer sees. So for me, our team is the last filter. I always tell my guys: "We're not just workers—we're the ones who give the machine its first breath."

08 What advice do you give to younger team members?

Don't chase the title. Chase the skills. The more you know, the more value you bring. I always tell them: stay curious, ask why, and never walk past a mistake just because it's someone else's. That's how you grow. And one day, when you're leading, others will follow you naturally.





“This role has never been just about machines.

It’s about responsibility, precision, and teamwork—at every step, every wire, every transition.

I’m proud of what we’ve built together, and I hope the next generation continues with the same care and standards.”

Final words from Mr. Gu,

Installation & Commissioning Manager



What we build together, moves the world forward.



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