



Medical device manufacturing is one of the most complicated businesses. There is always a high demand for these technologies but the providers face a myriad of challenges thus compromising the benefits to the company as well as the public health. Being in the laser and medical device industry for years, **Dr. Armin Kaus (Founder, CEO, & President at MED-Fibers)**, was able to detect the obstacles. In his quest to minimize the errors in the production process, he laid the foundation of MED-Fibers Inc.

Dr. Armin has been in the leading positions for several global corporations since 1997. He witnessed the gap between the attention to detail and the cost of medical devices. The customers were overlooked as the companies did not give attention to producing cost-effective products. Leveraging his experience, Dr. Armin was determined to establish a company that mitigates these challenges and focuses on customers' benefits. The initial challenge was to decide on a location in the right size to have a possibility of expansion. The other challenge was to win the customers' trust and convince them that MED-Fibers was the beneficial switch. *"We brought proof, right away from the beginning,"* added Dr. Armin.

MED-Fibers focused on customer satisfaction, offered problem-solving solutions to the customers. Also, it established delivery time frames far below the

competition. MED-Fibers has a high inventory on hand and reduced the shortage risk and could fulfill customer needs. The team kept the goal for 10 years straight with 0% failure rates. These factors contributed to making MED-Fibers one of the fastest-growing companies in the industry.

STRIVING TO IMPROVE

MED-Fibers Inc is a precision surgical laser fiber manufacturer that distributes its highest quality products around the world through its distributors or OEM network. Its products are FDA, CE, and ISO 13485:2016 certified. The manufactured products cater to surgical applications in the vascular, urology, ENT, and general surgery market.

The MED-Fibers team works in close relationships with the customers daily. The team is set up to assist with all the regulation questions and registration questions. They help the customer with marketing and introduction. MED-Fibers has the shortest delivery times on the market and also has an express line if something is even needed faster. It is also working on a process to offer a product solution in which the customer can reduce its vendor list by sourcing several products through MED-Fibers. This will provide the company with greater access to the market and new customers.

MED-Fibers is continually striving to improve product development and aims for 0% failure rates for all the products. Among the wide-ranging portfolio of products, the most increase in the new development is its HHZ connector version products. These products can withstand extreme high power settings in small dimension products. MED-Fibers smallest diameter product is now down to a 100-micron core fiber and with the 150-micron core fiber, it sports the future of Fiber Lasers. Having small dimension fibers makes it easy to use extreme high-energies. Dr. Armin highlights that R&D is equally important as the strategic development for any company. MED-fibers' all products are unique but the HHZ generation surgical laser fibers gained the most popularity in the last few years. He adds, *"We are permanently developing new products. Not all of them reach the stage of being a part of our portfolio, but without trying you will not get new products."*



Success is only reached if you demonstrate a good leadership & act as a coach & motive the team to have also a motivated mindset.

A photograph of a middle-aged man with a shaved head and a goatee, wearing a white dress shirt and a dark red tie. He is sitting at a dark wooden desk, with his hands clasped in front of him. The background shows a wall with horizontal wooden planks.

STAYING UPDATED WITH NEW TECH

Digitalization has highly influenced every sector in the industry. Newest technologies debut every day in the industry, which makes it important to stay aligned with the newest trends. MED-Fibers has switched to the latest technology in fiber optic production from polishing to inspection equipment and also non-polishing equipment which is needed for the HHZ surgical laser fiber products. Since 2019, the team of MED-Fibers has had a new and highly motivated production manager who likes the challenges with new equipment. Having adapted to new technologies, the company has



The MED-Fibers highly qualified & experienced team, with its advanced knowledge of optical fiber, will support you in all of your projects & assists you in less than 24 hours response time.



successfully increased the production output as well as decreased the delivery times.

MED-fibers is amongst the leading players in the industry. Dr. Armin states that the customer is the key to everything. His approach has always kept the customer benefits at the center. Dr. Armin assists the customers with their problems and prioritizes them. While advising on a certain situation, he also actively listens to their approach.

THE SKILLFUL TEAM OF MED-FIBERS

Dr. Armin's leadership has highly influenced the growth of the company. The current competitive business world demands an open-minded leadership that includes involving the team throughout the whole process of possible ideas, strategic planning, problem-solving, and customer approach up to every step the company has to take to be successful. Dr. Armin advises that true success can only be achieved if the leader acts as the coach and motivates the team to keep striving forward. He adds, *"The ideas and the execution of those are driving factors for the growth."*

Dr. Armin is proud of the MED-Fibers team and their great work performance. While expressing his gratitude he mentions that MED-Fibers has achieved the goals due to the joint efforts of the team. He continues, *"I am also proud of my business partner Klaus Sivec, who handles his part of the job as CFO excellently, and my wife Leeza*

Hughes as Exec. VP who runs the back office including shipping/receiving and billing." The team is always excited about the new developments are working hard to improve the solutions for the customers.

Communication between the leader and the team is extremely important. The team of MED-Fibers is motivated to get feedback and have a close understanding of the developments going even if some are not going as planned. As a leader, Dr. Armin communicates with the team and motivates them, while appreciating their efforts. The team is equally involved for inputs on work performance and workflow changes. He adds, *"Goals and growth can be only reached in a team effort."*

Expanding The Product Portfolio

In the coming year, the MED-Fibers team will continually work on adding new products to choose from and making ordering easier for the customers. Along with expanding the product portfolio, Dr. Armin and his team will also work on making small surgical laser fiber dominant in the surgical laser market. MED-Fibers also aims to reduce certain outsourcing and produce components in-house and will increase the added value.^{GBL}

