

Monsters of Engineering 2026

"don't take it to serious and not too less"

i realized a lot of interesting things the last years from my surroundings and investigated some interesting sources
I just borrowed them on a long-term basis.
After this i combined them with each other then some mix and match and spiced up with my dark, twisted sense of humour
Label the parcel with a striking name (even a borrowed one)— finished, ship it out

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Environmental Monsters

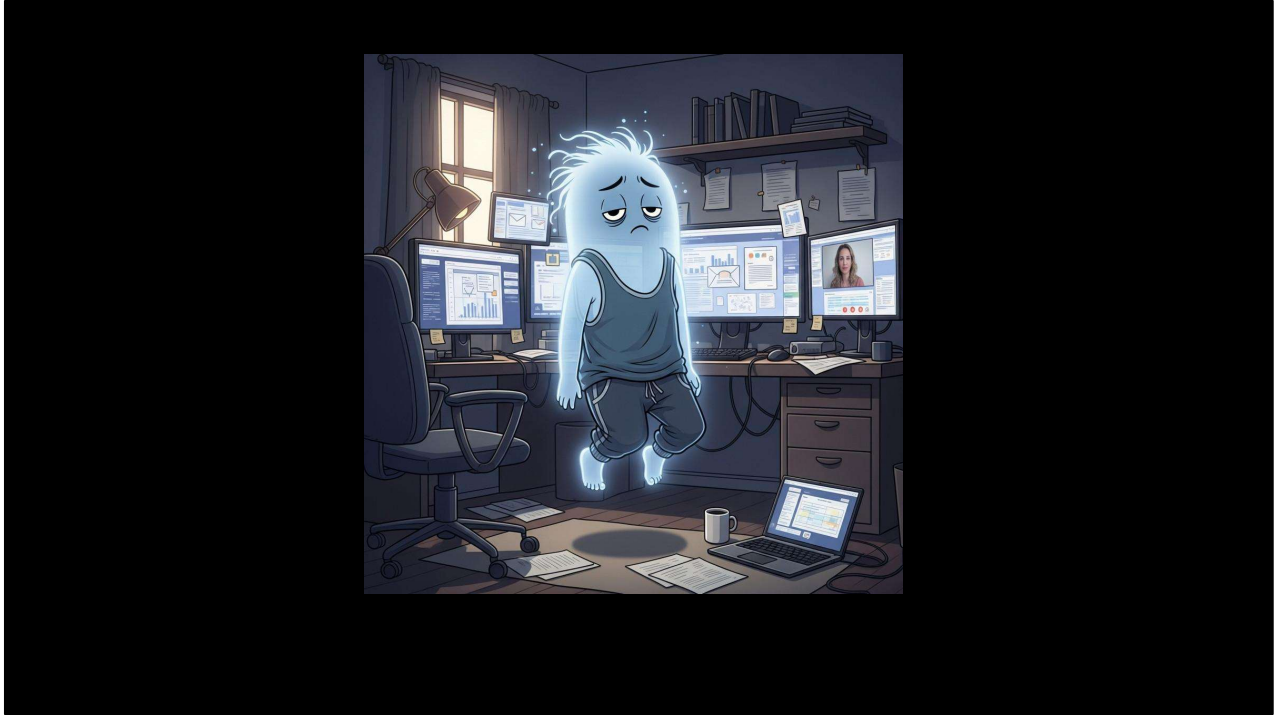
—
Out of scope 😊

"Alright, before we dive into The Monsters of engineering 2026 a quick heads-up! Any wisdom you're about to hear is purely coincidental to my actual mental state before dinner. And yes, we might gently tiptoe through some *generational observations* or *stereotypes*. – please understand, Just joking — no offense intended.

! No generation or type of engineer is being declared superior or inferior today, We're here for insights, laughs, and hopefully, to avoid a nap. So, relax, enjoy, and let's get started!"

To get somehow comfortable with the monster topic here some I called the environmental monsters as the result of some experiences the last years

Environmental has in this case nothing to do with pollution, driving with the wrong energy driven car or micorplastics it s just about some observings I made personal or I called for some statistics and was really surprised about the facts.



The Tale of the Home Office Ghost

It all began during the great lockdown of 2020, when one colleague slowly stopped appearing on screen. At first, we thought it was a bad camera. Then, maybe bad hair. But over time, the truth became clear: a *Home Office Ghost* was born.

You rarely see it in the office, and in video calls it appears only as a black square with perfect silence. Sometimes you'll hear a distant "Hmm?"—proof that the spirit is still among us.

There are rumors that the Home Office Ghost can be triggered by two things: free cake in the office, or the words "mandatory attendance." Otherwise, it drifts quietly through emails and chat messages, doing its work from the shadows.

And though nobody quite knows what it looks like anymore... everyone knows the legend.



The Legend of the Alone-in-the-Office Ghost

Every morning, long before sunrise, the Alone-in-the-Office Ghost begins his journey with heroic energy. He's motivated, practically glowing! Today will be the day, he thinks. Today he will work *with people*.

But the moment he steps into the office... reality hits.

Silence. Empty desks. Echoes. Maybe a lonely coffee machine trying to sound social.

His energy drains instantly, as if the automatic doors also vacuum emotional support.

He steps through the deserted open space, checking for signs of life—maybe a jacket on a chair, a half-finished cup of coffee, or a sticky note that proves another human once existed here.

But there is hope.

On the legendary "busy" days—usually somewhere in the middle of the week—the Alone-in-the-Office Ghost has a chance to encounter others of his kind. Sometimes he even spots a rare creature: the Home Office Ghost, briefly materializing because someone whispered the magic word: **"cake."**

On those rare days, the office feels alive again. Conversations appear. Chairs roll. A printer makes noises that aren't terrifying. And for a moment, the Alone-in-the-Office Ghost remembers why he started this brave commute in the first place.

And then, the next morning, he gathers his energy... and the cycle begins again.



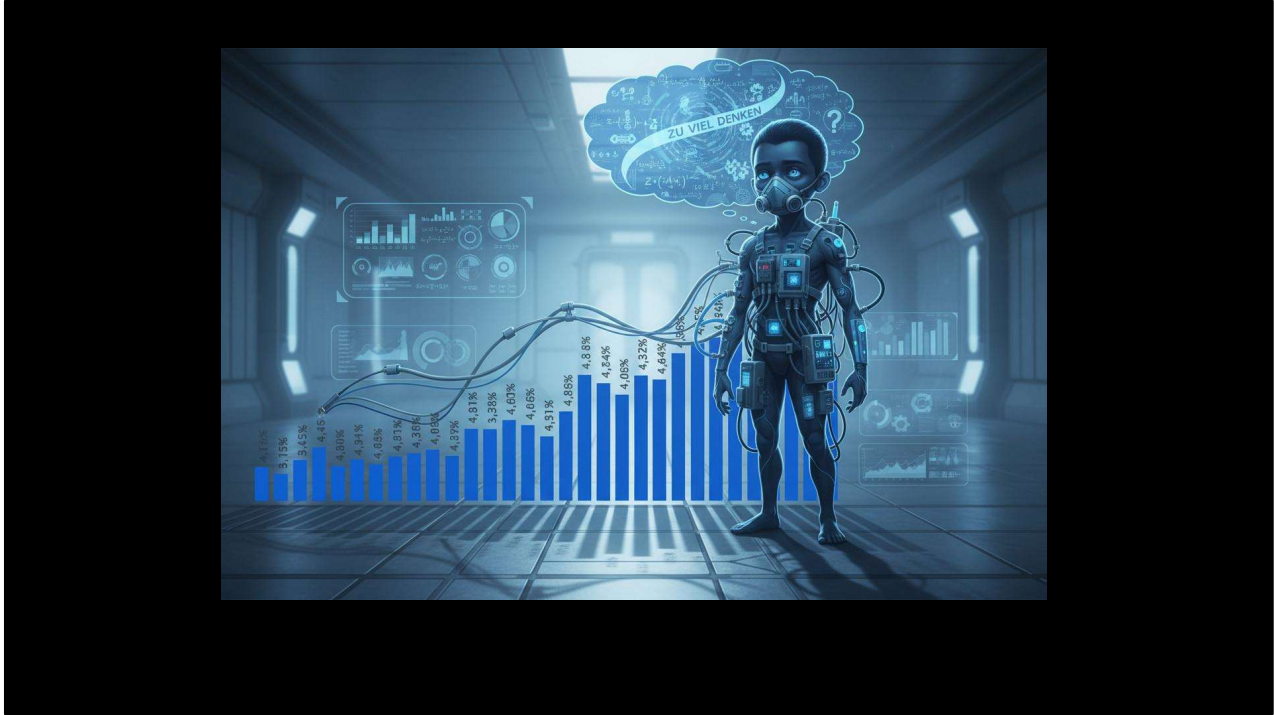
The Demographic Change Monster

Deep in the corridors of every company lurks a quiet creature: the **Demographic Change Monster**. You never really *see* it, but you always feel its presence—usually when you notice that some management chairs seem permanently reserved, like ancient relics that survived multiple office renovations.

The Monster doesn't roar or bite. Instead, it casts a long shadow made of calendar years, early PowerPoint templates, and sentences that begin with "Back in my day..." It tries its best to stay modern—sometimes even downloading the newest collaboration app, only to ask one week later, "Why did the icon change again?"

Meanwhile, younger colleagues tiptoe around this creature, unsure whether to offer help or pretend everything works exactly like in version 1.0. And the Monster? It's doing its best, bravely navigating emojis, hybrid schedules, and the mysterious art of "working in tabs instead of windows."

Some say the Demographic Change Monster isn't scary at all—just a reminder that every office is an ecosystem. And sooner or later, we all end up updating... or being updated.



The Growing Illness Rate of the Young Generation Monster

In the modern workplace, a new creature wanders freely through the halls: the **Growing-Illness-Rate-of-the-Young-Generation Monster**. Unlike other monsters, this one doesn't hide in the shadows—it glows. Literally. Its fitness tracker lights up the room like a tiny medical Christmas tree.

This Monster is convinced it's on the brink of at least three rare conditions. A slightly itchy eyelid becomes a full diagnostic journey, guided faithfully by its mentor, **Doctor Google**, who is always available and always dramatically wrong.

One unusual heartbeat?

"It could be dehydration... or possibly a rare tropical disease found only in penguins."

And of course, with every new push notification comes a new concern. Sleep cycles, stress levels, hydration graphs—its body produces more analytics than the company's entire data warehouse.

Psychologically, the Monster is equally ambitious. Growing up in a world with fewer traditional crises, it bravely invents its own:

"I feel... slightly unproductive today. Is that a syndrome?"

But behind all the drama, the Monster means well. It simply wants to optimize, improve, evolve—sometimes so enthusiastically that it accidentally worries itself into a sick day.

And in the end, it's harmless, lovable, and extremely well-documented... mostly by itself



Level 1: The Mighty Line Engineer

At the base of the food chain, we find the **Line Engineer**, a creature with *very long arms*—perfect for actually getting things done.

They swing between tasks like fearless jungle acrobats:

Fixing designs

Building prototypes

Hunting bugs

Surviving meetings meant to “quickly sync” that end 90 minutes later

But beware: these engineers often get chased by their natural predators—

Documentation Demons and **Training Trolls**, foul beings that cut away the real development time.

Still, their arms are long enough to fight them off. Productivity survives.

👉 Level 2: The Brave Team Leader

Climbing one step up the food tree, the creature evolves: **the Team Leader**.

Still somewhat productive...

Still somewhat close to the keyboard...

...but evolution starts to do something strange: **the arms get a little shorter**.

Why?

Because now the Team Leader must fend off:

Workflow Gryphons

Digital System Hydras

Time-Tracking Minotaurs

And the worst of all... **Tool-Migration Megalodons**

Their days are spent navigating mystical systems with names like *Workflow Wizard*, *TaskTracker3000*, or *SAP-Saurus Rex*.

Their arms are still long enough to help their group—barely—while they wrestle with the endless admin jungle.

Level 3: The Department Head – Master of the Round Tables

And then we ascend to the **Department Head**.

A majestic beast—bigger, older, wiser...

...and with arms so short they now reach only the *meeting table*, not the keyboard.

This creature is trapped in an ecosystem dominated by:

Vision Vultures

Steering-Committee Spiders

Alignment Owls

And the terrifying **Project Firefighting Phoenix**, a bird that combusts every five minutes

The Department Head spends days in ceremonies, round tables, and vision-sharing caves.

Their ability to influence? Mysterious.

Their output? Highly philosophical.

Their keyboard? A forgotten artifact

Level 4: Upper Management – The Apex Predator of the Engineering Jungle

And finally, at the top of the hierarchy emerges the apex of evolution:

The Leadership T-Rex.

A massive creature with:

Monumental body

Titanic presence

Arms so tiny they cannot physically reach a keyboard anymore

Instead, the T-Rex roams across the organizational savannah producing:

Great Strategies

North Stars

Big Visions

These are cast down like meteor showers upon the engineering population—powerful, shiny, often mysterious, sometimes even beautiful...

...but not always connected to engineering reality.

sometimes, the T-Rex stomps into operational territory. Engineers tremble.

Not because it's dangerous... but because its interventions usually sound like:

"We need alignment with the new north star of hyper-integrated cross-functional customer-centric synergy!"

Everyone nods.

No one understands.

The T-Rex roars proudly.



Now we switch to the real Monsters of engineering
Where the monsters came from?

From The SW Community of BOSCH

Really good styled / interactive inspiring and a good way to reflect classical business / development behaviours

Monsterland is A grassroots movement – not a corporate campaign Building better behavior – not venting frustration Self-made and collective – not top-down Monsters are about empowering collaboration – it is not about individuals it is about the acting and behavior of whole teams , departments or even business units. I have broken this monster definitions with their benefits and not so “good” sides down to some stories.



We had the example of the T-rex and the helpless management persons mostly need support units to transfer there thoughts and north stars in a well documeted area to provide the workers a stable what is how and when to do environment → Processes ?

Deep in the corporate jungle lives a very special creature:

The Process Monster — a majestic beast made entirely of checklists, workflows, and audit forms.

On good days, the Process Monster is a hero.

It wakes up before everyone else, stretches all 47 tentacles, and says:

“Let’s get things done properly today!”

And suddenly:

repetitive tasks magically complete themselves,

certifications appear on time,

nothing gets forgotten,

nobody panics when the auditors arrive.

In fact, thanks to the Process Monster, everything is clean, tidy, standardized, and ready to go.

It’s one of the monsters in the jungle that actually **likes** documentation.

But... every hero has a dark side.

Sometimes the Process Monster has too much coffee.

Then it starts... growing.

Another tentacle here, a new form template there, a 16-step workflow where a 2-step

one used to be.

Suddenly:

small problems get **epic quests**,

innovation gets stuck in traffic behind a “mandatory approval chain,”

and time-to-market moves at geological speed.

Everyone loves the Process Monster for **keeping order...**

...and fears it a little for **creating just a bit too much order.**

The trick is simple:

Keep the monster healthy and helpful — not overfed and overgrown.

Because in the end, the Process Monster isn't about slowing anyone down.

It's about helping the whole jungle work together, reliably, safely, and without chaos.

Just... maybe hide its coffee.



In every company there's that *one* creature who can't sit still:

The Impulse Monster.

This fluffy lightning bolt with too much energy and way too much hair lives entirely on instinct.

While the rest of the team is still opening their laptops, the Impulse Monster has already:

started three ideas,
built two prototypes,
and accidentally broken something important...
but *with passion*.

On its good days, it's a superhero.

When the world suddenly flips upside down — new customer, new crisis, new competitor — the Impulse Monster is already sprinting toward a solution before anyone can say "alignment meeting."

People feel energized.

Things move fast.

Very fast.

Sometimes the Monster even discovers brilliant shortcuts simply by trying things nobody else dared to try.

It brings momentum, creativity, and a culture of action.

But...

On other days, it's like giving caffeine to a tornado.

Documentation?

"No time!"

Consequences?

"Details!"

Planning?

"Boring!"

Before long, colleagues start quietly hiding their proposals, because the Impulse Monster's "big new idea" of the day tends to stomp over everyone else's suggestions. Stress levels rise, deadlines drift, and long-term strategies evaporate in a cloud of spontaneous experiments.

And yet...

Nobody wants to get rid of the Monster.

Not really.

Because without it, everything would be slower, safer...

and *a lot more boring*.

The trick is simple:

Let the Impulse Monster run — just not unsupervised.

Give it space to spark ideas, then pair it with someone who actually reads the instructions.

That way, its superpower becomes an advantage, not a disaster.



Somewhere in the depths of the engineering department lives a very particular creature:

The Not-Invented-Here Monster.

It has wild hair, giant goggles, and a look that says:

“I can build this better... trust me.”

On good days, the Monster is brilliant.

It can look at any external solution — a library, a tool, a framework — and instantly spot the best parts.

Then, with great enthusiasm, it rebuilds them in-house, turbocharged, streamlined, and with shiny lights on top.

Colleagues look at its creations and think:

“Wow... maybe we *are* innovators.”

It drives experimentation, fuels creativity, and produces something so clever that people proudly say,

“Yeah, we made that ourselves.”

But... there is another side.

Sometimes the Not-Invented-Here Monster gets in a superflow ...:

Someone suggests using an existing solution?

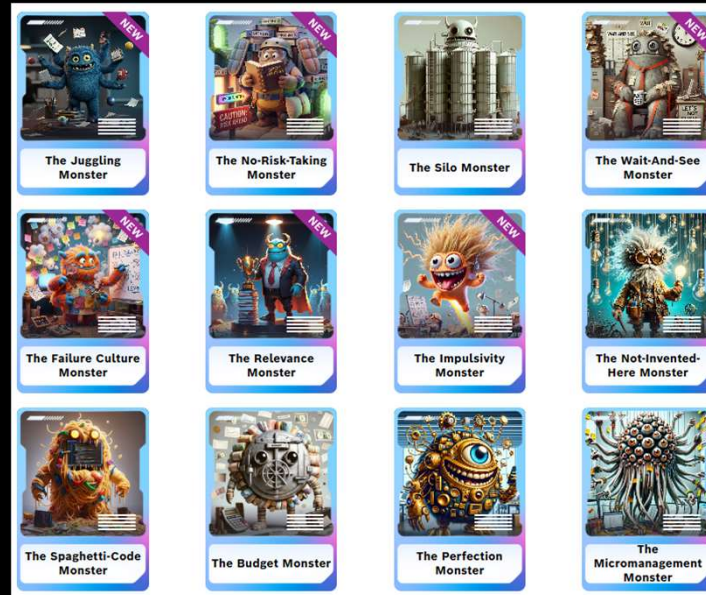
“Impossible! Ours will be better!”

Three weeks later:

There’s a half-finished internal tool

That only works on one laptop

With spaghetti code so tangled it should come with chopsticks
Meanwhile, time-to-market quietly packs its bags and leaves.
Instead of saving effort, the Monster proudly creates expensive duplicates of things that
already exist, generating technical debt like confetti at a parade.
Still — nobody wants to banish the Monster.
Its creativity is valuable.
Its innovations are real.
It just needs a little guidance...
and maybe a friendly reminder that **reusing good things doesn't make you less clever.**
Because when the Not-Invented-Here Monster and the team work *together*,
they build the best ideas — whether they're invented here... or not.




Let's stop storie telling now

There is a famous rule for presentations →For audience safety, please keep the monster count below 12 . Especially when the dinner is near 😊

We just scratched on the surface of the monsters, there is full skillcard for every monster available, there are workshop frameworks prepared to work in teams on a self evaluation. what monsters are the ones we cover with our standard behaviours ...to reflect and get a useful sensibilization about.

Positive Impact

The No-Risk-Taking Monster provides stability and consistency, leading to a low error rate and predictable workflows. High quality is valued, deadlines are met, and resources are preserved through thorough planning and process conformity. It minimizes legal and ethical risks by advocating for compliance and adherence to established rules, creating a workable environment. This caution can be especially valuable in highly regulated contexts or situations where reliability is critical.



The No-Risk-Taking Monster

Limiting Impact

However, The No-Risk-Taking Monster's cautiousness and its obsession with safety can easily turn into stagnation. It hinders change, innovation, learning, and progress. By suppressing entrepreneurial spirit, it can lead to missed opportunities. Resistance to new ideas, slow decision-making, and analysis paralysis can reduce collaboration and trust. Its focus on safety and security can kill creativity and discourage experimentation, resulting in a lack of innovation.

The No-Risk-Taking Monster characteristics:

Courage	Caution
Focus	Flexibility
Openness	Deliberateness
Respect	Assertiveness
Commitment	Looseness

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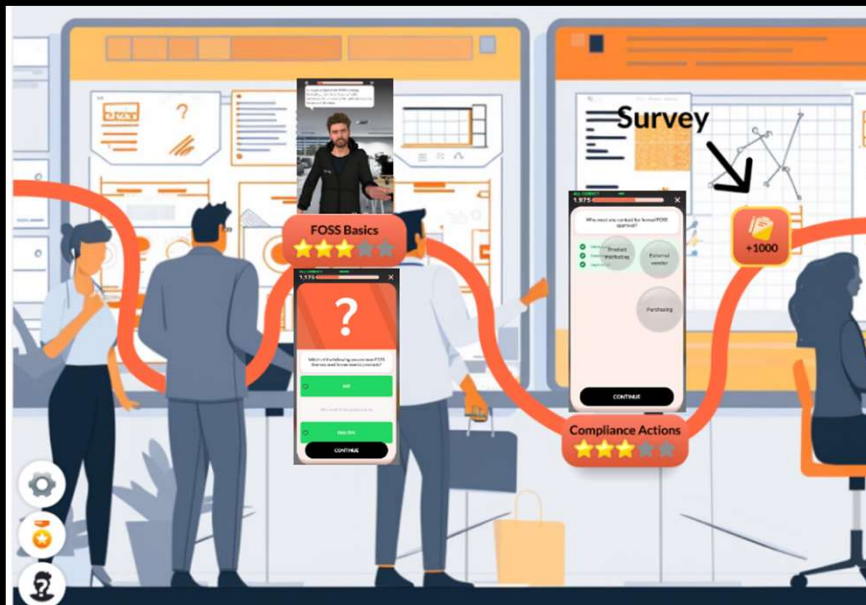


To have a conclusion



How to catch the Monsters ?

To come somehow back to our profession and the challenges we have with all this different monsters : How can we catch them in the context of following the same processes ? The right north star which is part of strategic direction of the company. New „standards“ we have to follow to ensure that we are allowed to sell products in defined areas ...



Catch all the Monsters with Gamification

My personal vision since middle of 2025 is to catch them all with gamified trainings.

First I thought about the great usage of AI to develop eye-catching graphics and use them for an escape room game / click and point oriented like „Monkey Island“

Just get rid of the boring unidirectional web-based trainings we have everywhere

Then I get in contact with a little company that already is cooperating with BSH → Attensi and they provided me a very smart solution we are testing right in the moment.

Even if it is not a role game you are somehow thrown into a situation, first you have to describe (or to learn) why this training is useful and what kind of impacts for the company could result.

Then you are timeboxed confronted with a good storyline that switches between content and mini-games that prove that the content is understood. It is also developed that you repeat the training self-motivated to raise your number of points or even get the first place in the ranking (for sure just on nickname base)

(For the first Pilot I chose the topic FOSS → Free & open source Software)
Why? Because it affects the software development and this discipline is somehow the

„hardest nut to break“ and i see it like stréetfighting → if you take the hugest challenge first the others will run smoothly.