



UNIQUE

Well-Being at Schneider Electric

INRS Well-Being at Work in a changing world – May 2019

Presented by: Paula Aitkenhead, Global Well-Being Program Lead
Well-Being at work in a multicultural perspective

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Our Challenge in the next 40 years

x1.5

Energy
consumption

÷2

CO₂ Emissions
need to be halved



Schneider Electric leading the digital transformation of energy management and automation

Key figures for 2017

5% of revenues devoted to R&D

€24.7 billion

2017 revenues

41%

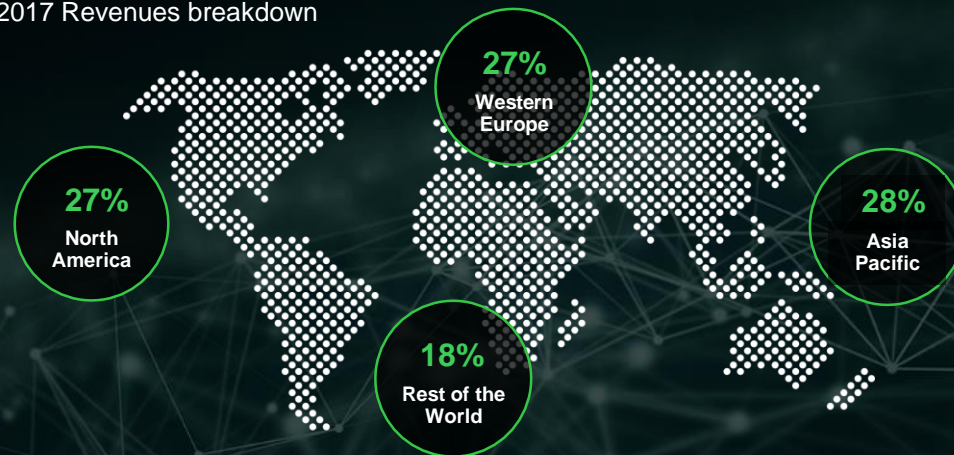
of revenues in new economies

138,000+

Employees in over 100 countries

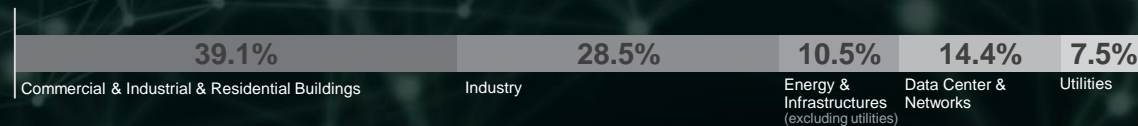
A well-balanced global presence

2017 Revenues breakdown



Four End Markets:

*Based on non-GAAP FY 2017 orders





Our technologies ensure that **Life Is On**
everywhere, for everyone and at every moment.

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Great PEOPLE

make Schneider Electric
a Great Company



MEANINGFUL



INCLUSIVE



EMPOWERED



FREE UP ENERGY

Keep it Simple

Life isn't complicated. People are. Avoid fragmentation, shoot for **simplicity**, and free up your energy to focus on what really matters in life and work. Your own and others' **wellbeing** depend on finding **smarter ways** to work. Remove unnecessary roadblocks. **Leverage networks** rather than creating layers. If it's complicated, simply un-complicate it, because simple is the new perfect.

The Well-Being program @ Schneider

Culture of Well-Being, a collective adventure

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DO MORE



DIGITIZE



INNOVATE



STEP UP



SIMPLIFY

Well-being at the heart
of the Company Strategy,
embedded in the HR
priorities.



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Our Well-Being vision

Well-Being is the foundation
of sustainable **engagement**
and sustainable **performance**

a new way of
working



a new way of
being



Our Well-Being vision

What does success look like?

Individuals



Well-Being = a Reality fully embedded in the Employee Experience

Teams



Well-Being = a new Way of Working, changing the way we innovate, interact, lead

Company



Well-Being = Positive Impact on Company Performance, Branding & Eco-System

Planet & Society



Well-Being = Healthy & Happy People, Sustainable Society & Planet
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The Well-Being program @ Schneider

What does it look like?

A Holistic View with 4 Dimensions of Well-Being:

Physical
Mental
Emotional
Social



A holistic approach built for Schneider by Schneider

5 Pillars based on a solid foundation



Health, Safety, Security & Corporate Social Responsibility

Free up your energy with Effective Meetings

It's time to Change the Way we Work!

#NewWaysofWorking #FreeUpYourEnergy

**Shorter
meetings**
(15' – 30' – 45')

- I challenge meeting duration.
- I take renewal breaks between meetings.

**Less
meetings**

- Focus meetings on decision making rather than information sharing.

**Mindful
meetings**

- I am fully present.
- I don't multitask.
- I try walking meetings.

**Inclusive
meetings**

- I plan meetings being respectful of participant's timezones.

**It's OK
to say NO**

- I am empowered to challenge meeting duration, timing, participation.



62

meetings/ month
(average) attended
by employees

Source: Atlassian Corporation,
enterprise software



69%

of the meetings
considered
"not productive"

Source: Microsoft



up to 25%

is proven to be
lost time when you
multitask

Source: Harvard Business Review
The Magic of Doing One Thing at a Time

Free up your energy with Effective Emails

It's time to Change the Way we Work!

#NewWaysofWorking #FreeUpYourEnergy

Email Sprints

- I only check emails few times/day in designated timeslots.
- I turn off email when working on critical tasks.

Set boundaries to emails

- It's OK not to reply immediately.
- If it's urgent, they'll call.
- Include e-mail signature:

"Please note, any mails I may send outside of your standard working hours do not require an immediate reply."

Mindful and Clear emails

- I state my intention in the title of my emails.
- I write short emails.
- I avoid being a spam.

No/Less Emails

- I use Skype, Teams or phone rather than emails.



122

daily (average)
emails sent and
received

Source: Radicati - Email
statistic report 2015-2019



8 min

every 8 minutes
an email
interrupts you

Source: Radicati - Email
statistic report 2015-2019



28%

of working time
is managing
emails

Source: McKinsey Global Institute
and International Data Corp

What's
in it for me?

Employee Experience

It's time to Change the Way we Work!

#NewWaysofWorking #FreeUpYourEnergy

New Ways
of Working

Allow me to
free up
my energy

Training

I learn to care
about my
well-being!

Workplace

My site is an
inspiring place
to work.

Flex@Work
& Family
Leave

I'm happy with my
Work-Life Balance!
I feel safe and
included.

Leaders

My leader cares
about me.

Mindfulness
at work

I am energised
and efficient
at work!

Well-Being
Labs

I am making
a difference!

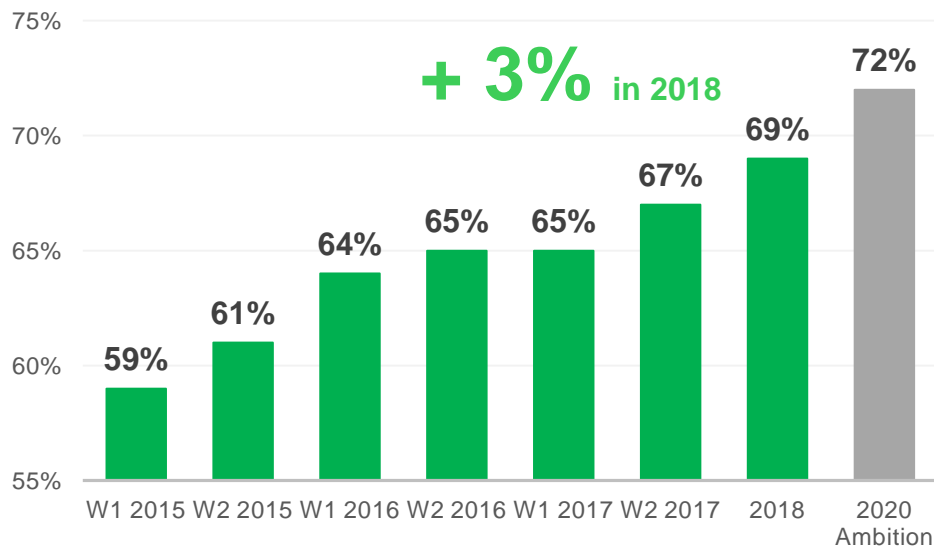
The Well-Being program @ Schneider Achievements to date?

Achievements to date

2015 - 2018

+ 10 % in Well-Being in 2018 vs 2015

Very positive trend and +1 vs Companies' average: 68%



Schneider recognized externally for Well-Being
(13 Awards + 2 Books in 2016-2018)



Achievements to date

2016 - 2019

44 161 employees trained in Well-Being

1100+ Labs in 54 countries

Putting training into action collectively!



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The Well-Being program @ Schneider

How did we make this happen?

It's a Collective Adventure & Journey!

... from the CO-design
... to the CO-implementation



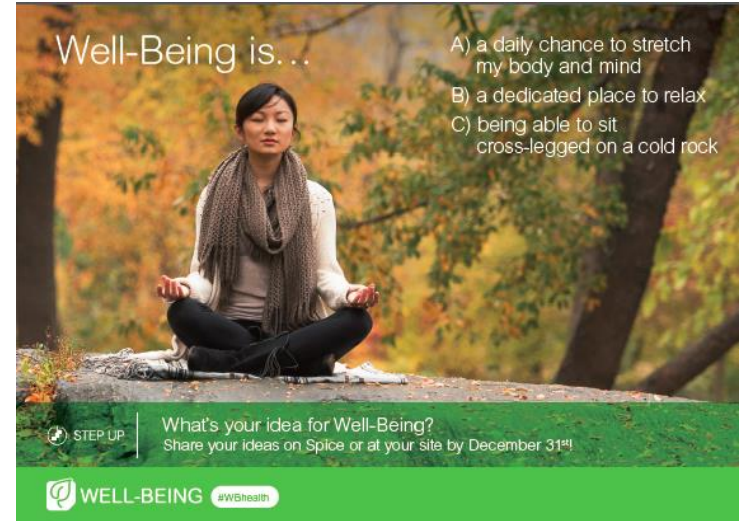
Think Tank Workshop

with leaders



Global Crowdsourcing

CO-design the program
with ALL employees
in a **bottom-up** approach



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Impressive participation in the crowdsourcing across the globe!

6000+ Well-Being ideas



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A network of passionate
Well-Being Champions

... and more than **200**
volunteers involved in
project teams



Excom & Top 2000

leaders of the company
trained in Well-Being
(2 days face-to-face)



... more than **1500**
internal trainers certified to
deliver Well-Being trainings



Empowering Teams
1100+ Well-Being LABS
in **54** countries across the
Globe!



And the number
is increasing day after day!

Well-Being LABS examples



Balance Balls Lab



Stand Up For Your Health



10,000 Steps daily



Happy Stretching



Weekly Yoga



Happy Soul Mindfulness Lab

Well-Being LABS examples



Breastfeeding Lab



Charity Event



Sleep Lab
Power Nap



Swap Your Desk



Sharing Healthy Tuesday lunch



Fruit cut at lunch time

A Shared Responsibility

Company – Leaders - Individuals

A journey of Empowerment

20% Global - 80% Local

A Sustainability Ambition

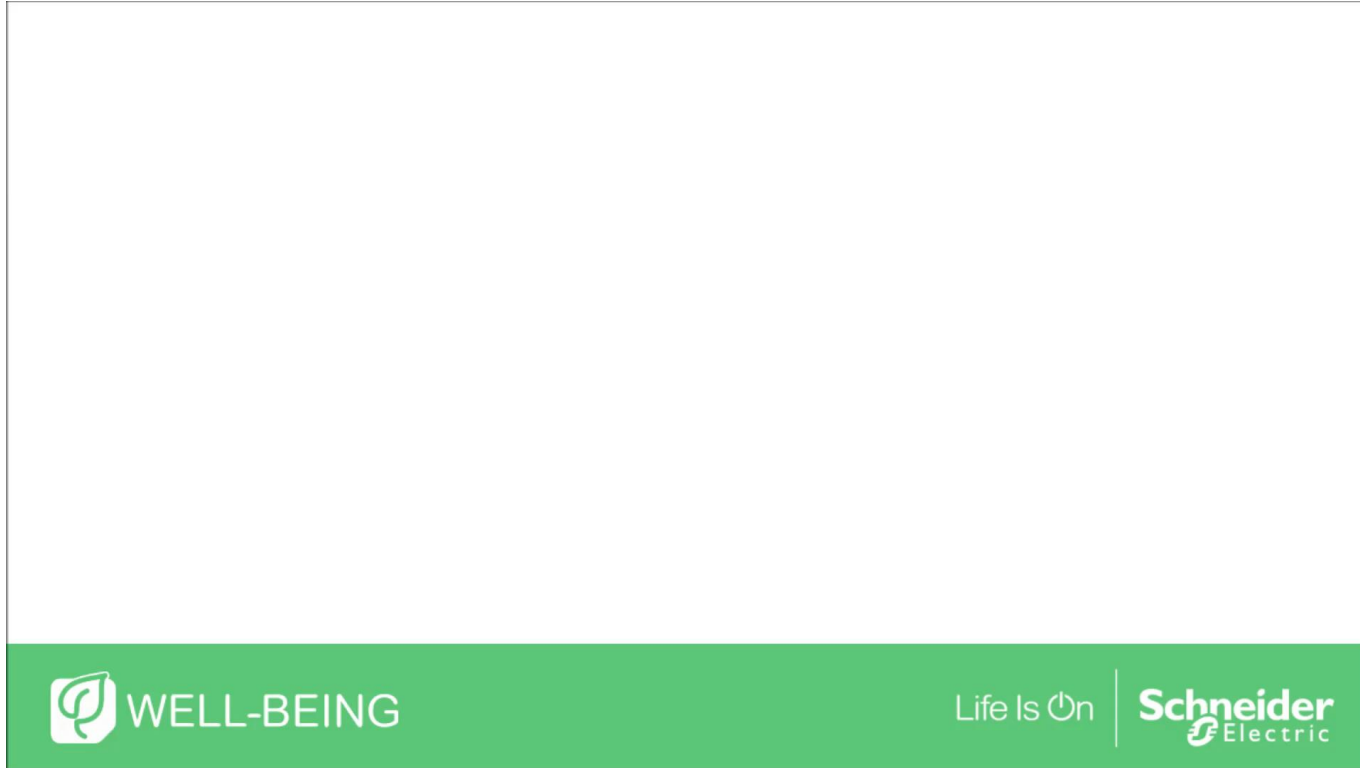
Society - Planet



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To wrap-up... let's watch a video from our teams!



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Well-Being Lab India



INSIGHTS

Q&A

A man and a woman are sitting on large exercise balls in a workshop. The woman is on a red ball with the number '2' and the man is on an orange ball with the number '1'. They are both smiling and looking at each other. The background is a green wall with a window. The floor is light-colored and there are some tools and materials around.

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Health & Wellbeing helps the workforce and organizations thrive

Market

Health & Wellbeing Brings to Organizations:

15 days

fewer (per employee per year) in total
absence**

34%

lower turnover costs per
employee***

3x

higher creativity per
employee****

31% higher

productivity per employee****

37% higher revenue

per employee****

Help Enhance

- ✓ Organizational productivity
- ✓ Innovation and creativity
- ✓ Employee engagement
- ✓ Financial performance
- ✓ Employee Value Proposition

- In a Willis Towers Watson study¹, **87% Organizations** expressed that they consider focus on employee wellbeing as a core component of organizations' overall Global strategy¹
- In a meta analysis of 225 academic studies² researchers found that happy employees have on an average, **31% higher productivity, 37% higher sales, while their creativity is 3 times higher.**
- Gallup's research³ on economic impact of wellbeing found that. Thriving employees have **41% lower health costs & 34% lower turnover costs** compared to those who are struggling.
- Organizations with high Mercer HERO⁴ scores show an average of **1.6% reduction in health care costs** over the employers that scored low.
- As per a Harvard Business Review research⁵, employees who score low on life satisfaction stayed home an average of **1.25 more days per month, which translates into a decrease in productivity of 15 days per year.**