
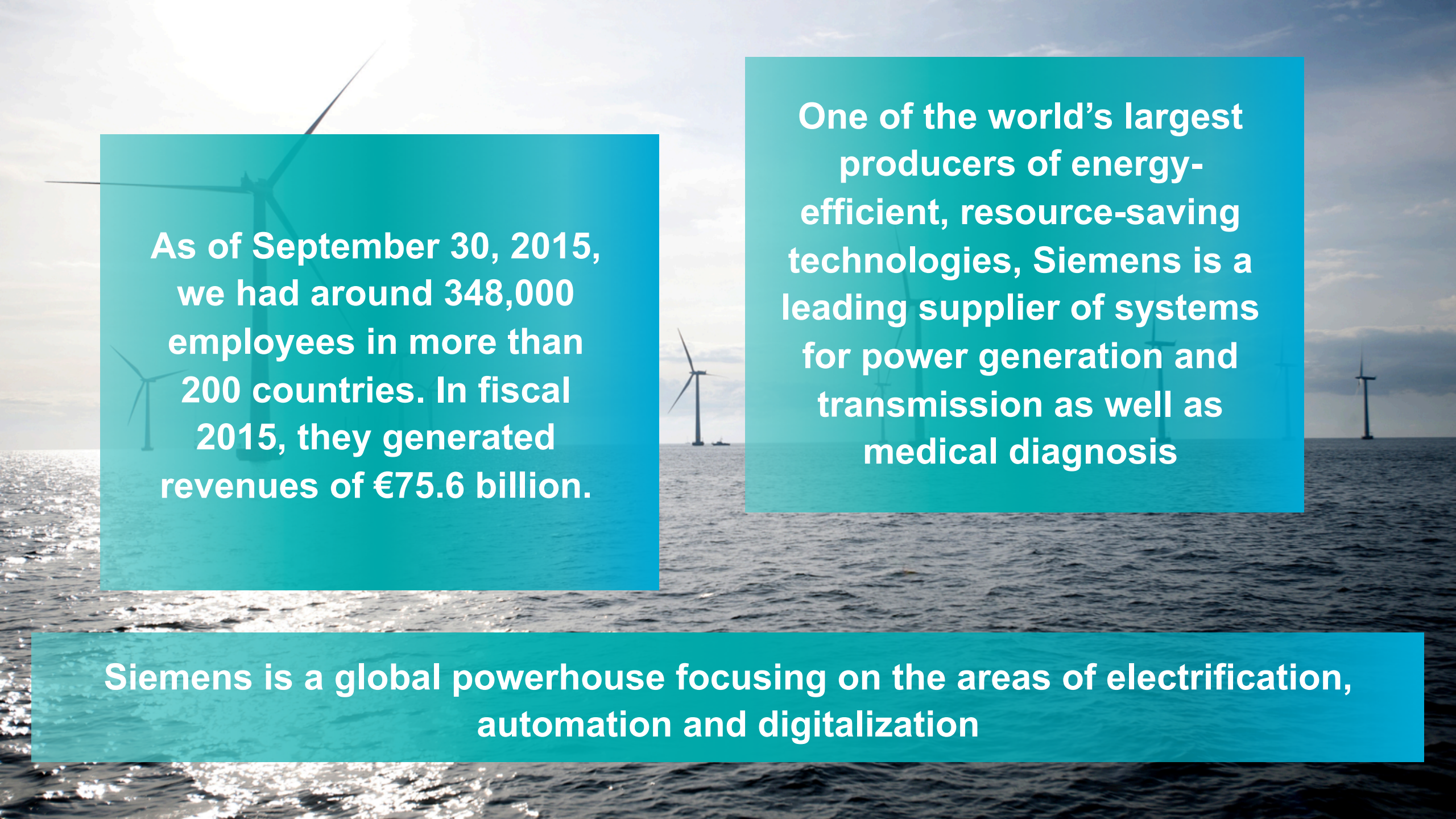


Recognising Champions @ Siemens

Amanda Bullough – Reward Consultant

Recognising Champions @ Siemens

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- An abstract graphic on the left side of the slide, featuring a blue background with white lines that form a series of overlapping, stepped geometric shapes, creating a sense of depth and movement.
- Siemens – an introduction
 - Making recognition live and thrive
 - Building a strong recognition culture
 - Q&A

The background of the slide is a photograph of several offshore wind turbines in a body of water under a bright sky. The turbines are white with three blades each. The water is dark blue with some whitecaps. The sky is light blue with some clouds.

**As of September 30, 2015,
we had around 348,000
employees in more than
200 countries. In fiscal
2015, they generated
revenues of €75.6 billion.**

**One of the world's largest
producers of energy-
efficient, resource-saving
technologies, Siemens is a
leading supplier of systems
for power generation and
transmission as well as
medical diagnosis**

**Siemens is a global powerhouse focusing on the areas of electrification,
automation and digitalization**

Our organisation in the UK and Ireland

In 2015 the UK business generated €3.98 billion in revenue and employed 13,994 people



Power & Renewables



Power Generation Services

The UK is the 4th largest market for Siemens worldwide, with operations starting in 1843



Building Technologies



Mobility



Business Highlights include; €390 million investment in a new Blade factory in Hull, €400 million investment in Rail depots to maintain Thameslink trains and the servicing of 1,874 Wind Turbines, on and off shore, across the UK and Ireland



And in Ireland €117 million in revenue with 190 employees



Healthcare

Megatrends – the challenges that are transforming our world and informing our strategy

SIEMENS



Digitalization

By 2020, the digital universe will reach **44 zettabytes** – a tenfold increase from 2013.¹



Urbanization

By 2050, **70 percent** of the world's **population** will live in cities (today it's 54 percent).³



Demographic change

The earth's population will increase from 7.3 billion² people today to **9.7 billion²** in 2050. Average life expectancy will then be 83 years.²



Globalization

The **volume of world trade** nearly **doubled** between 2005 and 2014.⁵



Climate change

According to scientists, in the summer of 2016, the Earth's atmosphere had the **highest CO₂ concentration** in 800,000 years.⁴

Sources:

1. IDC, The Digital Universe of Opportunities: Rich Data and the Increasing Value of the Internet of Things, April 2014
2. United Nations, Department of Economic and Social Affairs, Population Division (2015). World Population Prospects: The 2015 Revision, Key Findings and Advance Tables. Working Paper No. ESA/P/WP.241
3. United Nations, World Urbanization Prospects. The 2014 Revision, New York, published 2015
4. SCRIPPS INSTITUTE OF OCEANOGRAPHY, "The Keeling Curve", July 30th, 2016
5. UNCTAD Statistics, Values and shares of merchandise exports and imports from 1948 to 2014, November 10, 2015

So how do you go from global megatrends to local recognition ...

By translating our vision and strategy into something tangible that everyone understands and can relate to – our Values



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?



Our Values – excellent, responsible and innovative - have been the basis for Siemens' success for over 160 years

SIEMENS

Our values can be found in the smallest things. In sum, they have the greatest effect.



“Excellent” describes our high performance culture and the superior results we are obtaining.

“Responsible” means that every one of us is dedicated to ethical behavior and takes responsibility for his actions.



“Innovative” shows that we are aiming at creating sustainable value for now and the future.

These values form the backdrop from which we hang our recognition programs, including the Champions scheme

SIEMENS

The Champions recognition scheme ensures that Siemens delivers its customers the highest quality service and products.

The Champions schemes offers employees the opportunity to recognise each others exemplary behaviour, and reward one another through the three types of award;

- eCard Thank You
- Instant Award
- Podium Award

By ensuring all Siemens UK and Ireland employees are engaged with, and motivated by, our reward categories we can be sure we are delivering the best possible solutions in the best possible manner, and that we are always trusted by our customers and stakeholders.

champions

Excellent • Innovative • Responsible • Zero Harm



Translating our Value statements into Award categories allows employees to truly live and breathe the Siemens vision

SIEMENS



Responsible

Honesty
Openness
Integrity

- Is committed to ethical behaviour and takes responsibility for their actions
- Works to the benefit of the environment and communities in which Siemens operates
- Always acts with honesty and integrity



Excellent

Expertise
Commitment
Challenge

- Goes the extra mile for the customer
- Uses their passion to make changes that improve the business
- Instils a sense of pride and ownership



Innovative

Vision
Creativity
Ingenuity

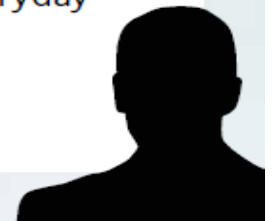
- Shows passion to deliver, by taking the initiative to drive things forward
- Keeps commitments with internal and external customers alike, making sure we stay ahead
- Is brave and smart in challenging the status quo and seizing opportunities



Zero Harm

Taking care of each other and the world we live in

- Acts as a role model; putting the health and safety of themselves and colleague's first
- Takes care of the world we live in, being mindful of our environmental impact everyday

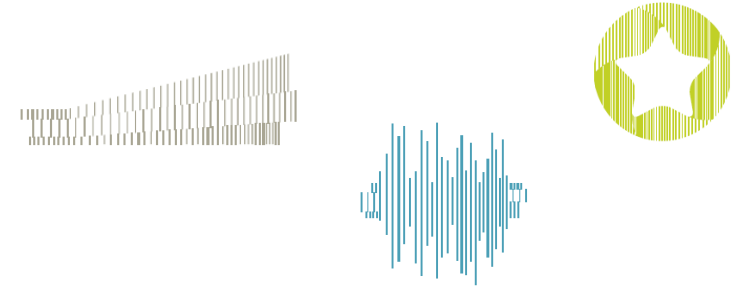


Champions provides a clear link between the behaviours are employees display and the organisation's strategy



Vision 2020 is our long term perspective on a successful future; it outlines the three topics at the centre of our organisation;

1. A clear mission
2. A lived ownership culture
3. A consistent strategy



To achieve all that Vision 2020 aspires to our Values are as important today as ever, and recognising examples of behaviour which brings us closer to this fosters organic growth

Recognition lives and thrives for us through clear and continuing integration with our organisation's strategy

SIEMENS



Making it clear and tangible to employees how they can contribute to the success of our organisation



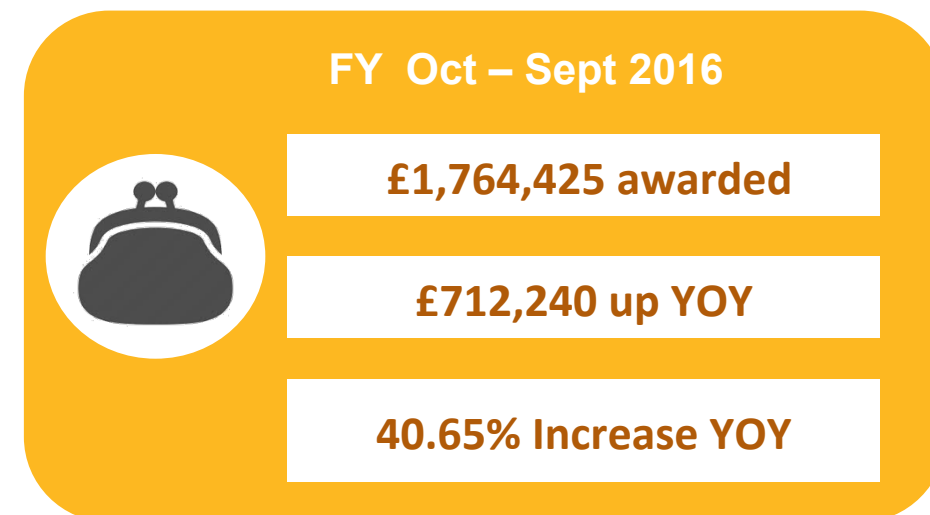
But culture eats strategy for breakfast! Building a culture of recognition is crucial to achieving long term success

SIEMENS

- Building a culture of recognition starts at the top and lives at all levels
- It is an expectation written into our people management philosophy
- Its overt, personal and celebrated
- It compliments the business cycle
- Its self perpetuating
- It add value to our Employer Value Proposition



Our culture of recognition has some impressive numbers attached to it



champions

Excellent • Innovative • Responsible • Zero Harm



Thank you for your attention

Thank you for your attention

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