



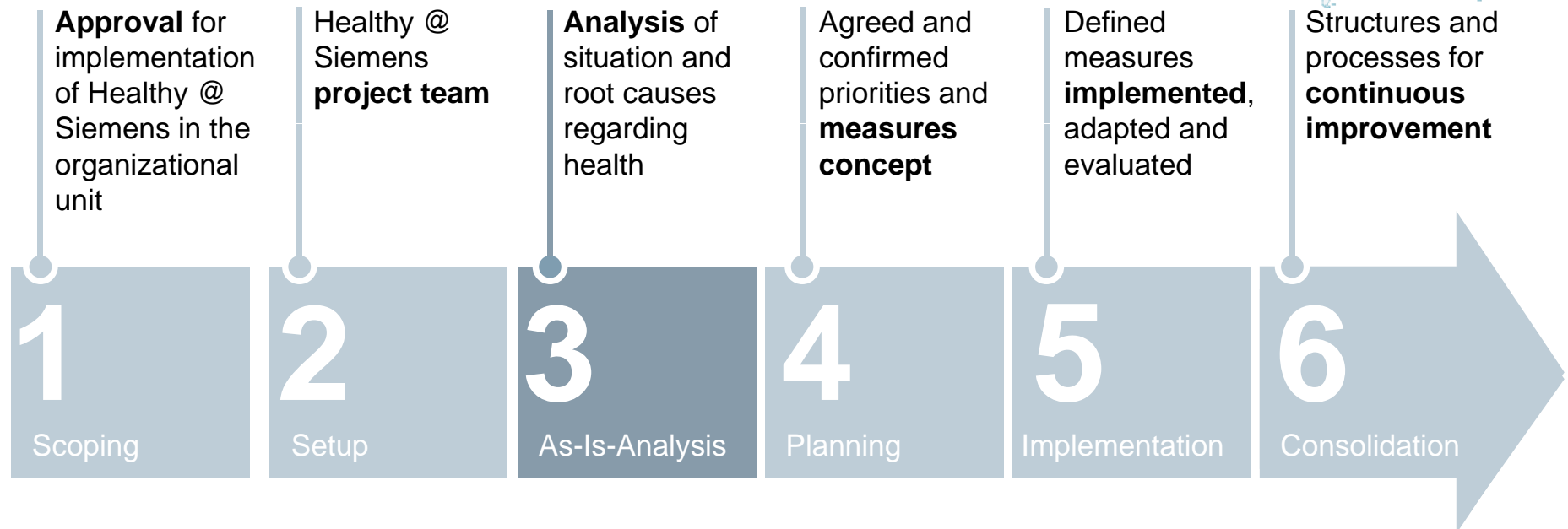
**SIEMENS**

Healthy Workplaces Campaign Partner Event, Brussels, 5 March 2015

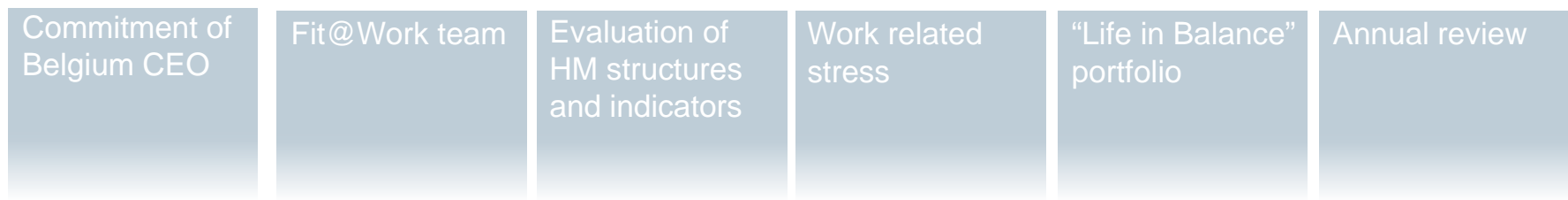
# Good Practices within the “Life in Balance” Roadmap in Belgium

# Fit@Work: the local Healthy @ Siemens program in Belgium ensures effective health management

## Healthy @ Siemens: global framework



## Fit@Work: successful adaption in Belgium



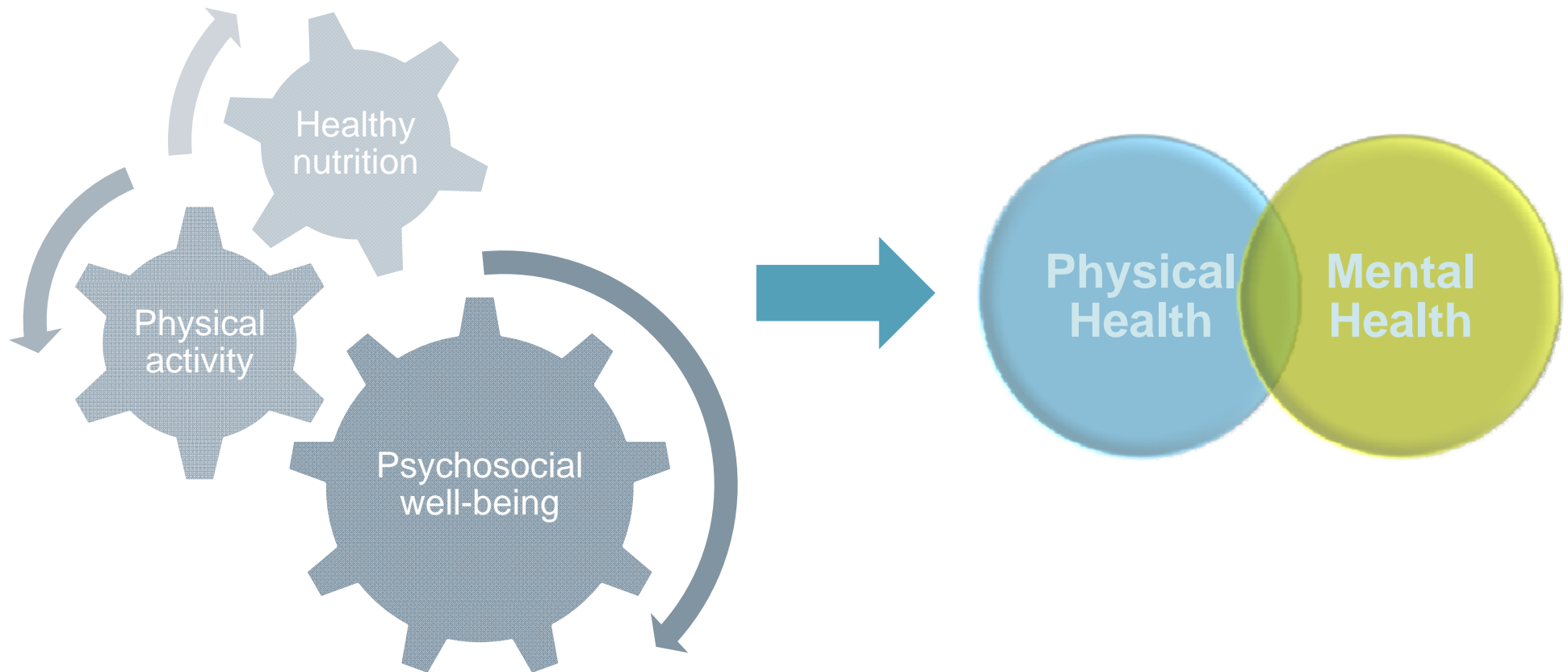
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Part of the Fit@Work HM Program of Siemens Belgium-Luxembourg

# “Life in Balance” Roadmap in Belgium

**Only by combining all elements of a healthy lifestyle,  
true physical and mental health can be achieved**




# Life in Balance is a systematic program, based upon 6 key areas

Awareness	Leadership Involvement	Risk Analysis & Measure definition	Communication	Training	Employee Assistance
Awareness talks / Lectures	Off Site Health Management Seminars	Wellbeing enquiry 'Are you Fit@Work at Siemens'	Integration of health topics in existing meetings	Stress management training for Managers	EAP - Face-to-face Counseling
Videoclips	Integration of health topics in management meetings	Measure definition - Organization - Content - Conditions - Environment - Relational	Information sessions 'Live in Balance' initiatives	Stress management training for Personnel	EAP - Telephone Counseling
Testimonial Video	Stress management training for Managers		Intranet Newsletters Social Media	Existing training from country organization	Internal/External Persons of Trust
Intranet Newsletters Social Media	Vital Leadership program		Ambassadors & Coaches Key contact definition	Employability Index	
Monthly 'Breaks'					
Promotion of sport, healthy nutrition, ...					

# Measurable achievements in Belgium

## Achievements by Fit@Work and Life in Balance




**Awarded for e.g.:**

- Leadership Culture
- Alignment Business and HR
- Working Conditions
- Employability



**Fit@Work Social Media Group**

- >230 members in group
- >400 health-related postings with ideas & suggestions
- 125 shared pictures & files




**Commitment & participation:**

- 160 managers trained
- 46 voluntary workers as ambassadors & coaches
- 80% subscrip.rate for training

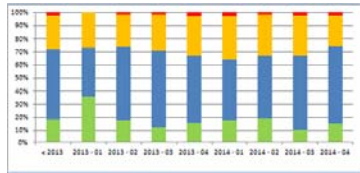
**Health Promotion Assessment:**

- From 'First Signs' to 'Professional' since 02/2013
- +40% rating in "Culture"
- 75% of suggestions realized




**HM Data Analysis:**

- -26% absenteeism since Feb. 2013
- 65% stress enquiry utilization
- Higher data transparency







**Transferability:**

Implemented measures have been transferred to other Business Units (e.g. Interview and "EAP Guide" documents)



# Revealed success factors: professional support, management commitment, customization and synergies

<b>Existing roadmap &amp; support</b>	<ul style="list-style-type: none"><li>• Healthy @ Siemens approach as a guide for successful implementation</li><li>• Professionals to support launch</li></ul>	
<b>Win top management</b>	<ul style="list-style-type: none"><li>• Involve top management key stakeholders as promoters</li><li>• Foster acceptance of case for action</li><li>• Long-term strategy with clear action program and approved budget</li></ul>	
<b>Customize the program</b>	<ul style="list-style-type: none"><li>• Ensure customization to national and company structure and employees' needs</li><li>• Align program roadmap with local activity schedule</li></ul>	
<b>Use synergies</b>	<ul style="list-style-type: none"><li>• Connect Fit@Work activities to existing offerings</li><li>• Use existing communication platforms and channels</li><li>• Save development effort by sharing – internal or external – best practices</li></ul>	

# Contact



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