

Digitalization redefines work – Cultural change accelerates the transformation



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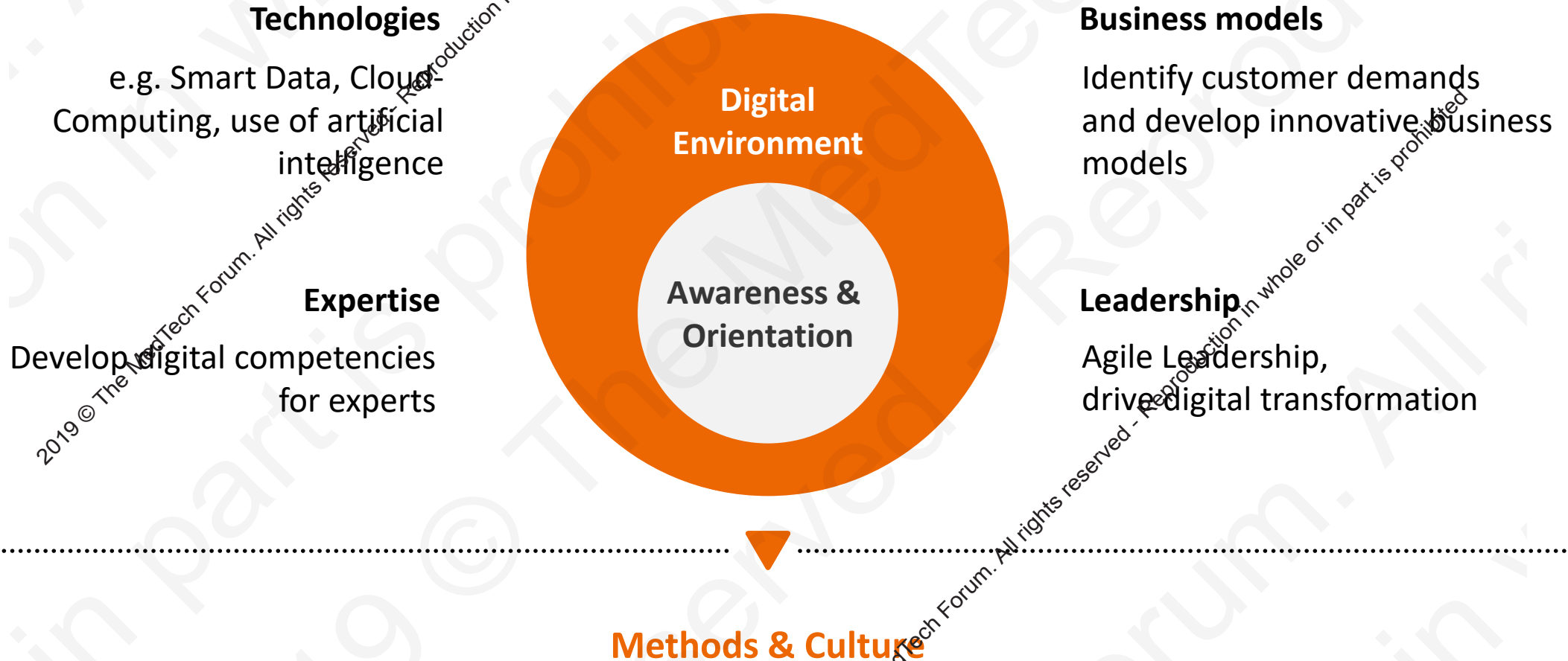
Siemens Healthineers – Innovation is our main driver



**Digital Twin –
Lifelong, personalized physiological model
updated with each scan, exam**

The system is currently under development and not for sale. It's future availability cannot be guaranteed.

Digitalization has a tremendous impact on various levels of the organization and will change our company culture decisively



A new work and leadership culture to take advantage of digitalization

Company needs...

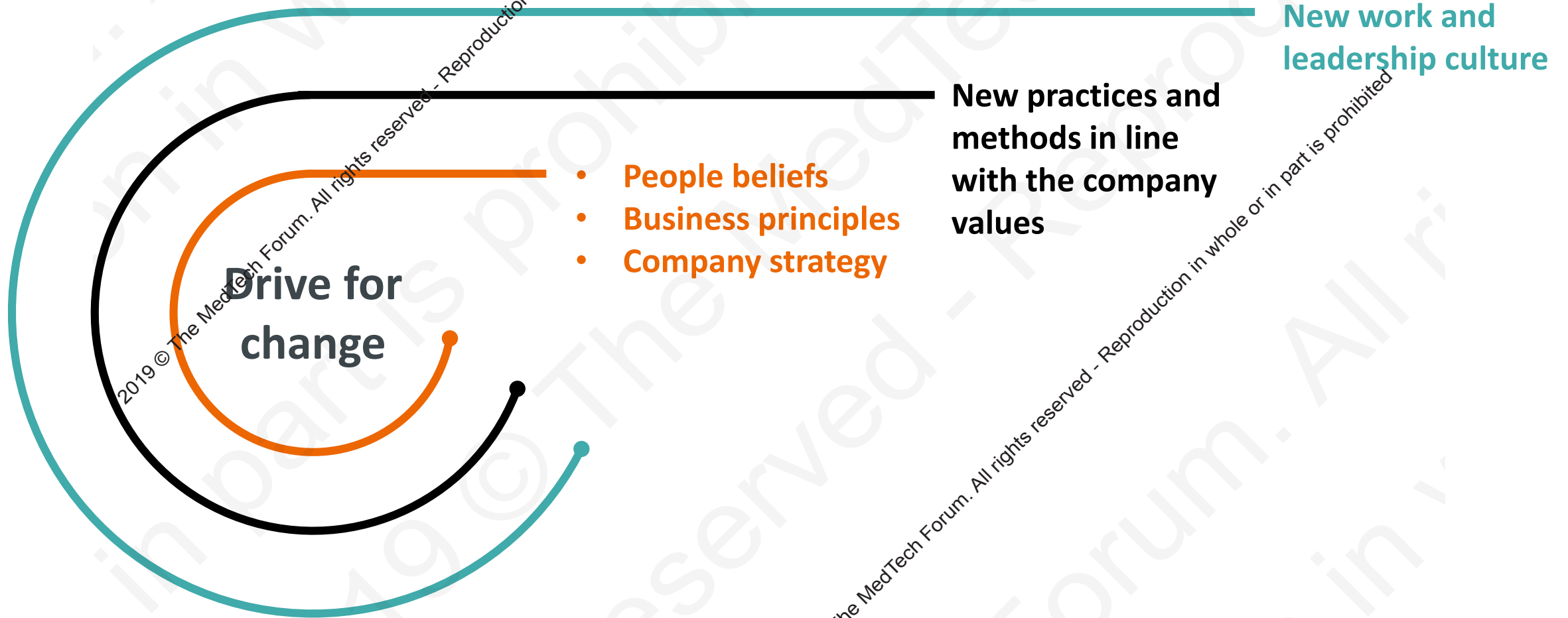
- Faster innovation cycles and new solution offerings lead to more project based teams
- New business models and technology shift require new competencies e.g. consulting, clinical, digital
- Digitalization as growth field and opportunity for internal ways of working

Employee needs...

- Purpose orientation
- Autonomy and accountability
- Eye level relationship
- Life-long learning and continuous development
- Open and frequent feedback, recognition culture
- Flexible work environment
- Live a digital and analog life

A new work & leadership culture

Our journey to a new work and leadership culture



**Drive for
change**

- **People beliefs**
- **Business principles**
- **Company strategy**

**New practices and
methods in line
with the company
values**

**New work and
leadership culture**

Our new People and Leadership Practices offer more opportunities for personal development

Drive for change

Yesterday:

- Annual turns
- Not spontaneous
- One-way feedback
- Rating & ranking focused
- Led by leaders

Now:

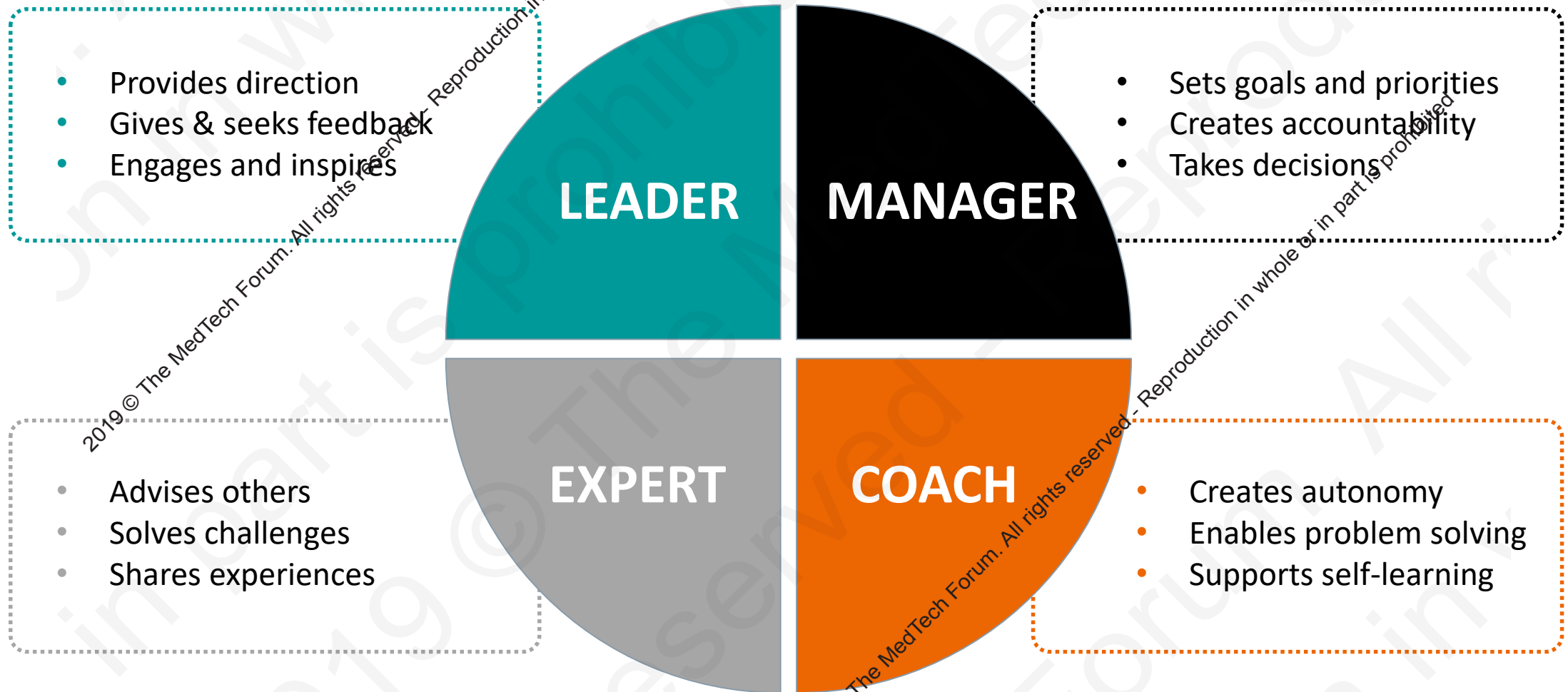
- Continuous feedback from and to colleagues and managers
- Year-round mutual expectation setting
- On-the-spot recognition of achievements
- Focused on development and performance

From following a process



... to living our practices

Our corporate culture is setting new standards in leadership



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Thank you!

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