



Great Experience

Experience Tacheles Talk: 3 years down the road...

EX Summit, Wien, 5. Oktober 2023

PILLARS OF THE SIEMENS STRATEGY.

Customer impact



We're putting customer impact at the very center of Siemens.

Empowered people



Siemens is driving progress through empowerment.

Technology with purpose



Innovative technology has been at the core of Siemens for more than 170 years and it will remain at the core of the future we're building.

Growth mindset



Being open to change, to new ways of working, always learning. Because being successful today does not guarantee success tomorrow.

PILLARS OF THE P&O STRATEGY.

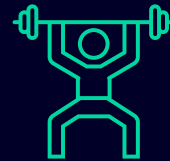


THE INSIGHTS STRATEGY.



Listen
to our people

to understand their engagement
and experiences



Empower
the organization

to work with people data in order
to co-own the transformation

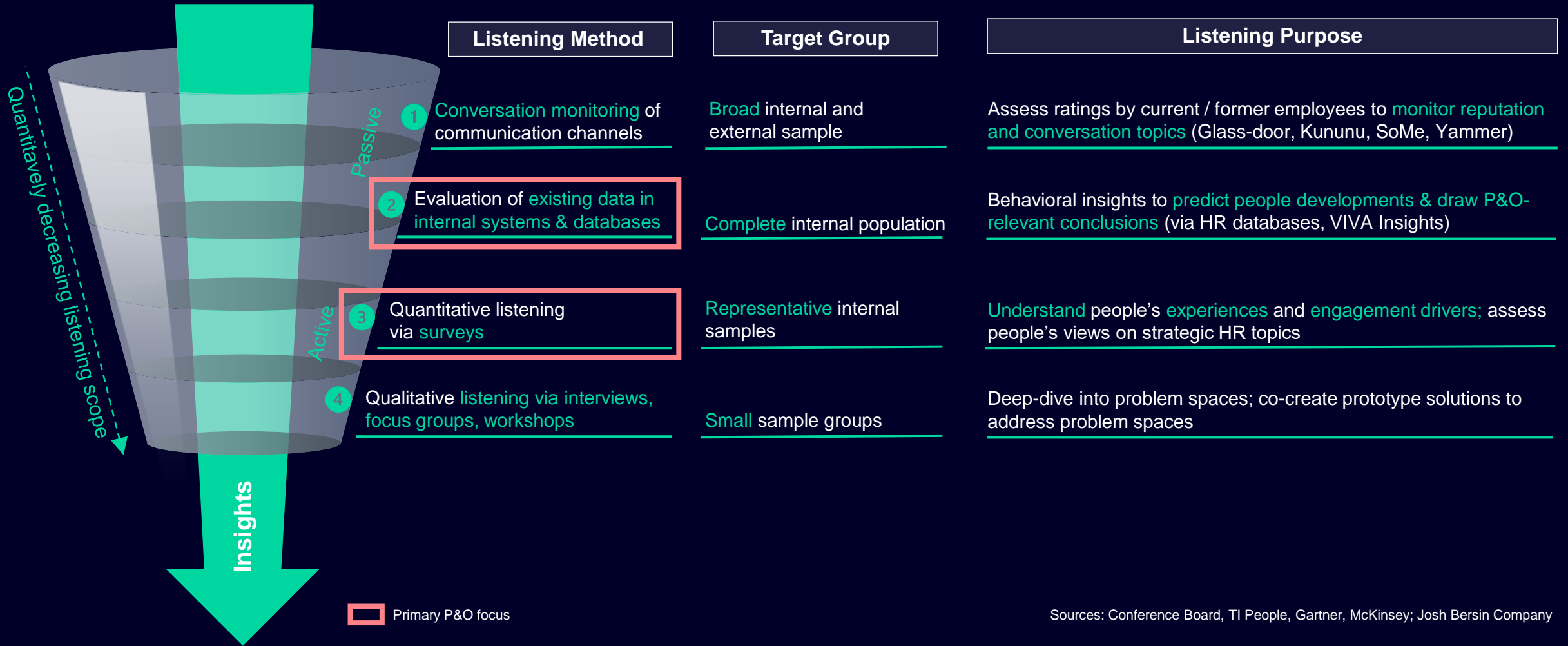


Inspire
change

with valuable insights
beyond the obvious

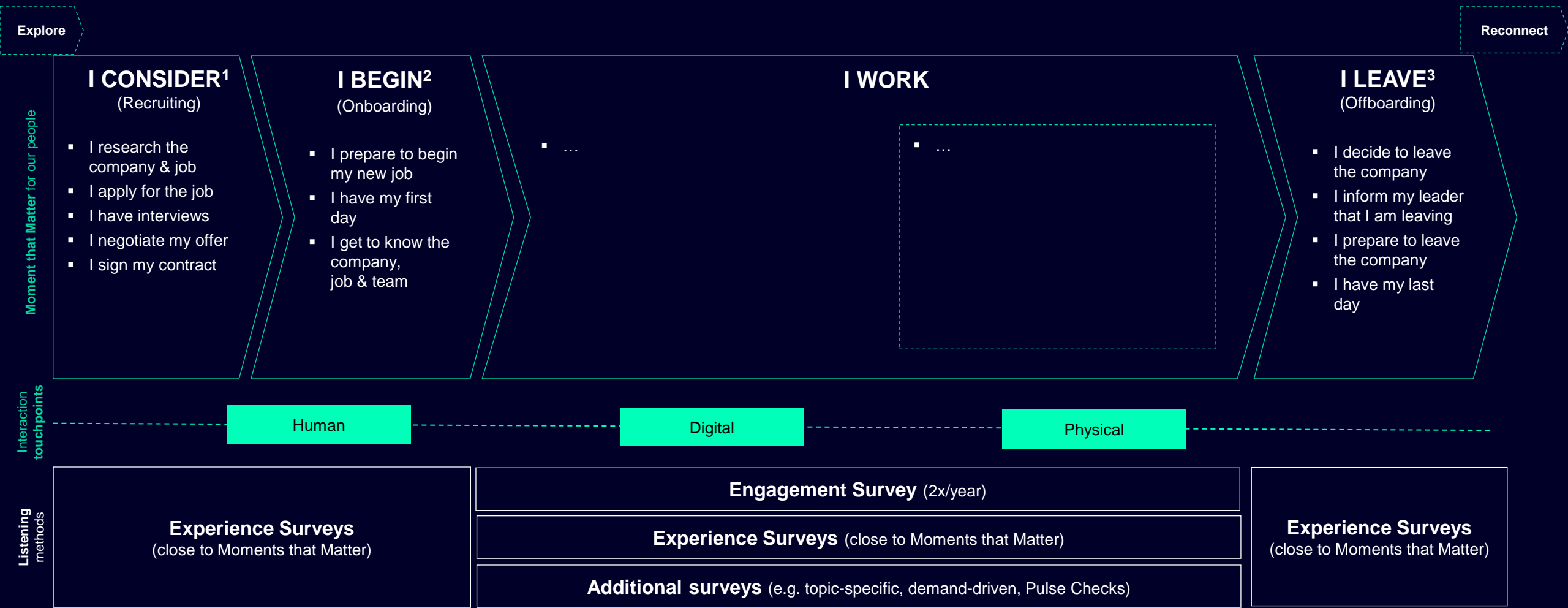


WHAT LISTENING IS (or should be).



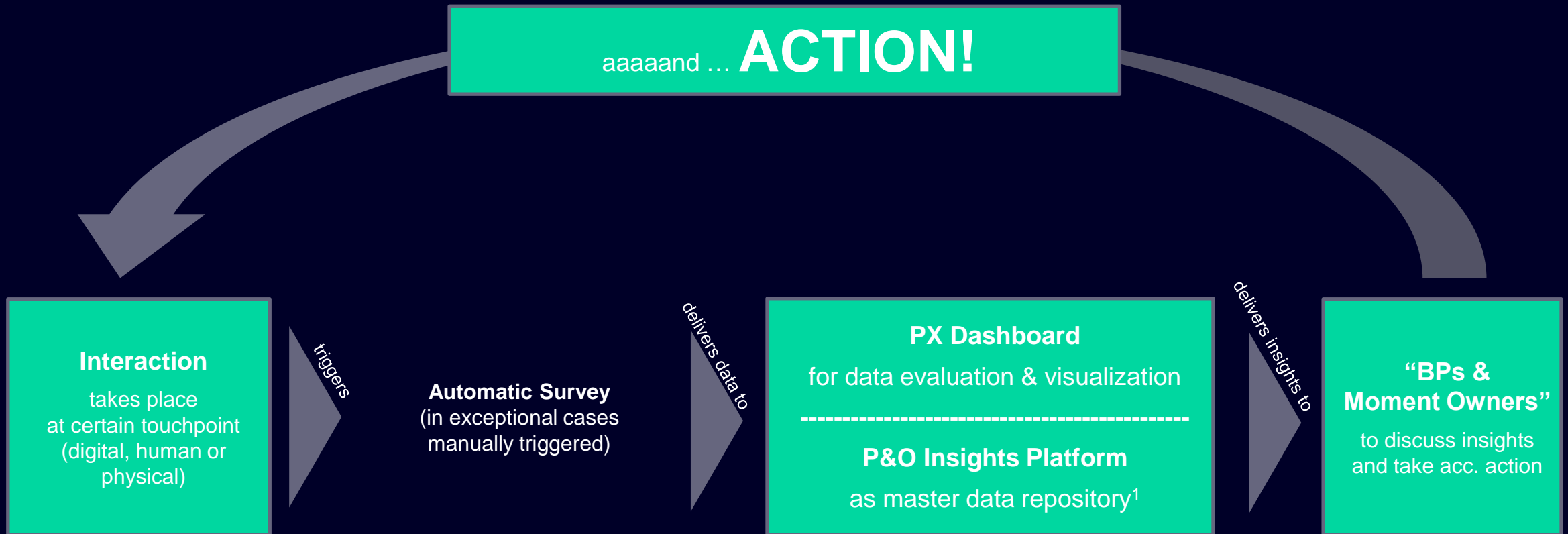
Sources: Conference Board, TI People, Gartner, McKinsey; Josh Bersin Company

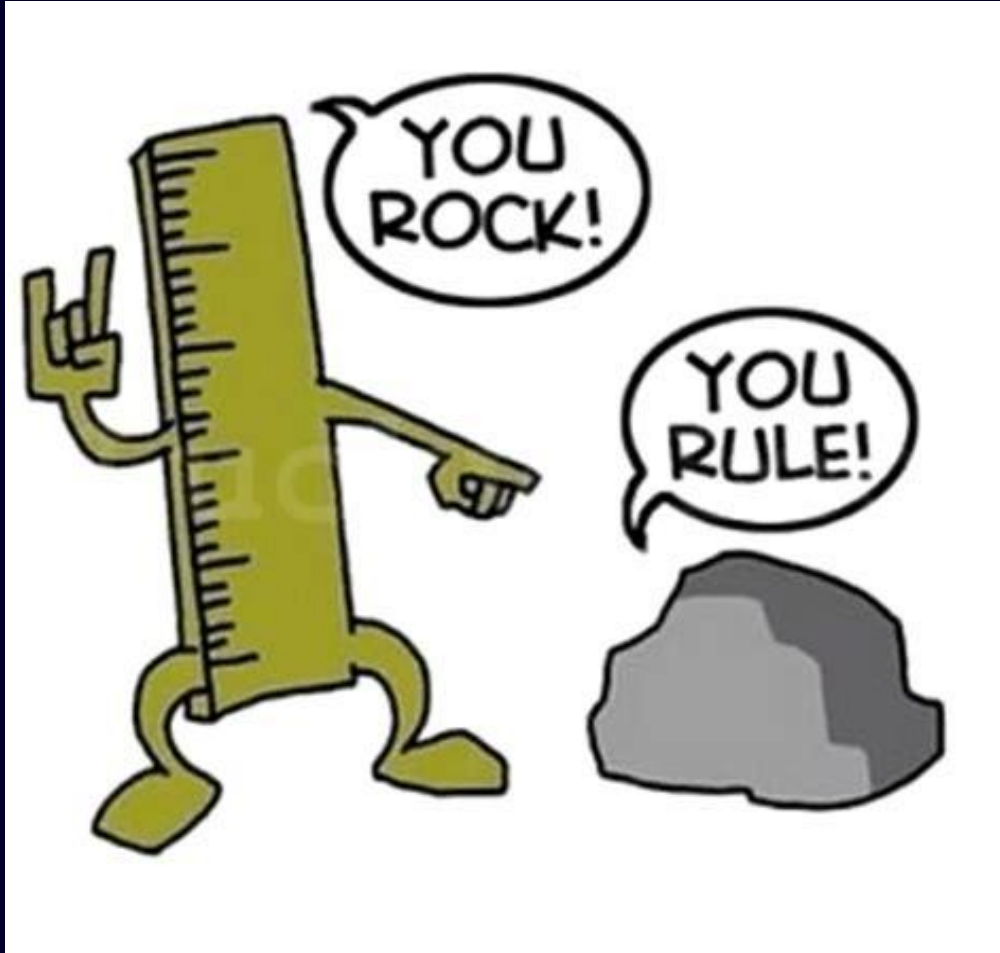
The Siemens People Experience Journey: Moments that Matter, Interaction Touchpoints, Listening Methods



¹Continuous surveying ongoing since 07/2021 (only successful candidates); ²Continuous surveying ongoing since 03/2021; ³Continuous surveying ongoing since 02/2023 (only voluntary exits); ⁴Continuous measurement will be launched by end of FY23; ⁵Potential MtMs for the future (tbc)

THE PX PROCESS LOGIC (or how it should be).





**Why we
rock n rule.**

1 Thinking Big. Starting Small. Iterating as we Scale.

- Pilot Phase in 2020; Cruising altitude for CONSIDER and BEGIN reached in 2021 (revamp after 2 years), for LEAVE in 2023
- Mid-term North Star developed; short-term goals defined (WORK stage MtM; empowerment of organization)
- Managing PX as a „One Man Show“

2 Towards data-based decision-making at P&O

- Transparency for major MtM provided (Dashboards, P&O Insights Platform)
- Development of overarching Listening Strategy based on PX

3 Sowing the PX seed (and reaping the harvest, finally, a little bit)

- First non-PX program (Leadership Training) based on MtM concept
- Demand for insights increasing and in active demand from organization

**Where we
still suck.**



1

„We’re listening! Do you read us?“ (How increase response rates? Everywhere.)

2

„Moment Owners, where art thou?“ (How create tangible impact? For the P and the O.)

3

„People are People“ (How paint the bigger People Picture? EX, CX, SX, PaX, ...)

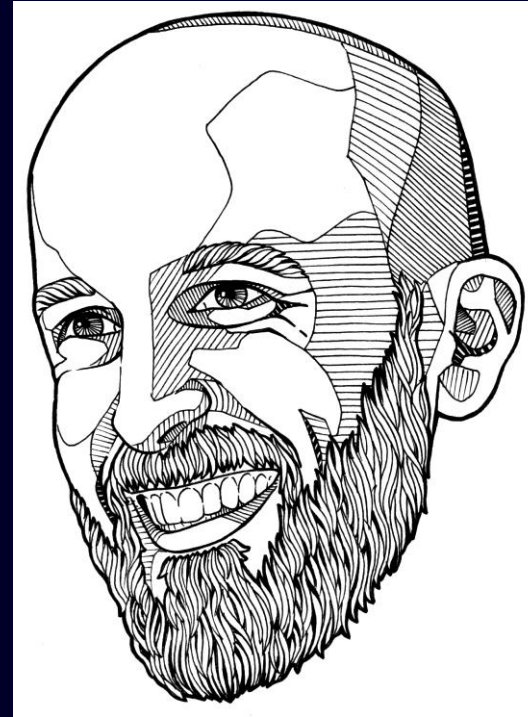
I Contact.

Tobias Dennehy

Head of People Experience

tobias.dennehy@siemens.com

[linkedin.com/in/tobiasdennehy](https://www.linkedin.com/in/tobiasdennehy)



Danke.