

New Ways of Working: Towards Greater Inclusion, Wellbeing, and Agility



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KINCENTRIC

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A man with a full beard and a shaved head is shown in profile, looking towards the right. He is wearing a dark jacket. The background features a faint world map and a network of glowing blue lines connecting various points, suggesting a global or digital theme.

Building Inclusive Leadership for the 21st Century

Schneider

Schneider Electric's equity & inclusion ambition for our workforce (and society)

Tina Kao Mylon, Senior Vice President, Talent & Diversity – Schneider Electric

Future Workplace Virtual Summit – May 2020

OUR PURPOSE

We empower all to **make the most of their energy and resources** ensuring **Life Is On** everywhere, for everyone, at every moment.

To a truly global player by business and people

Key figures for 2019

5% of revenues devoted to R&D

€27.2 billion

2019 revenues

41%

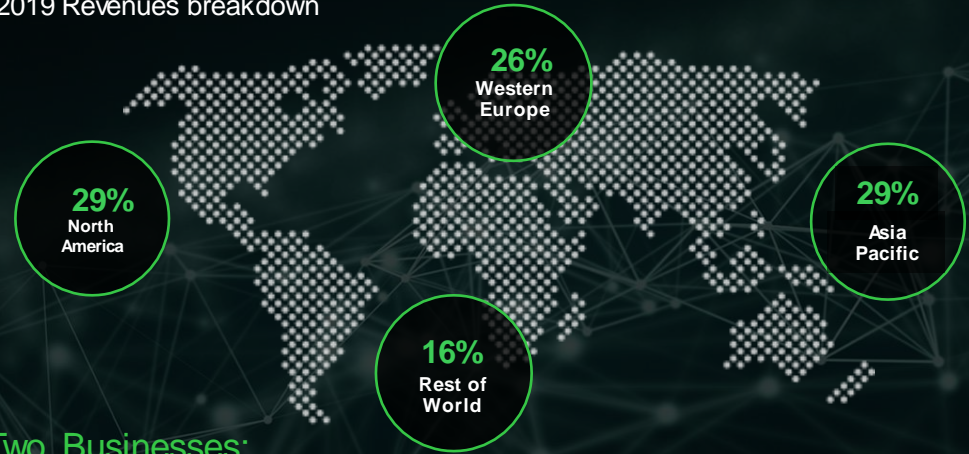
of revenues in new economies

135,000+

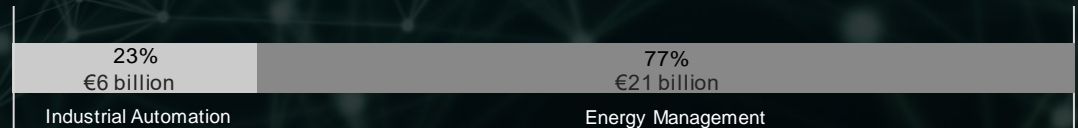
Employees in over 100 countries

A well-balanced global presence

2019 Revenues breakdown



Two Businesses:



Life Is On

Schneider
Electric

Our D&I Ambition is to
“provide **equal opportunities**
to everyone everywhere
and to ensure all employees feel
uniquely valued and safe
to contribute their best””



Our D&I and Well-Being Strategy

Diversity & Inclusion → Belonging → Innovation & Performance

Empowered Diversities



Gender; Nationalities;
Generations; LGBT+;
People with Disabilities

Inclusive Practices



Family Leave; Pay Equity
Bias-Free Processes;
Multi-hub; Global
Flexibility Principles

Inclusive Behaviors



Hidden Bias
Education

Advocacy



Inclusive Leadership, External
partnerships,
Awards & Indices;
Speaking engagements

Are we creating an
equal playing field
for all employees?



Unlock the power of people and teams

TO ACCELERATE ORGANIZATIONAL SUCCESS

JILL KISSACK, CHIEF PEOPLE OFFICER

FUTURE WORKPLACE VIRTUAL SUMMIT – MAY 2020

KINCENTRIC➤

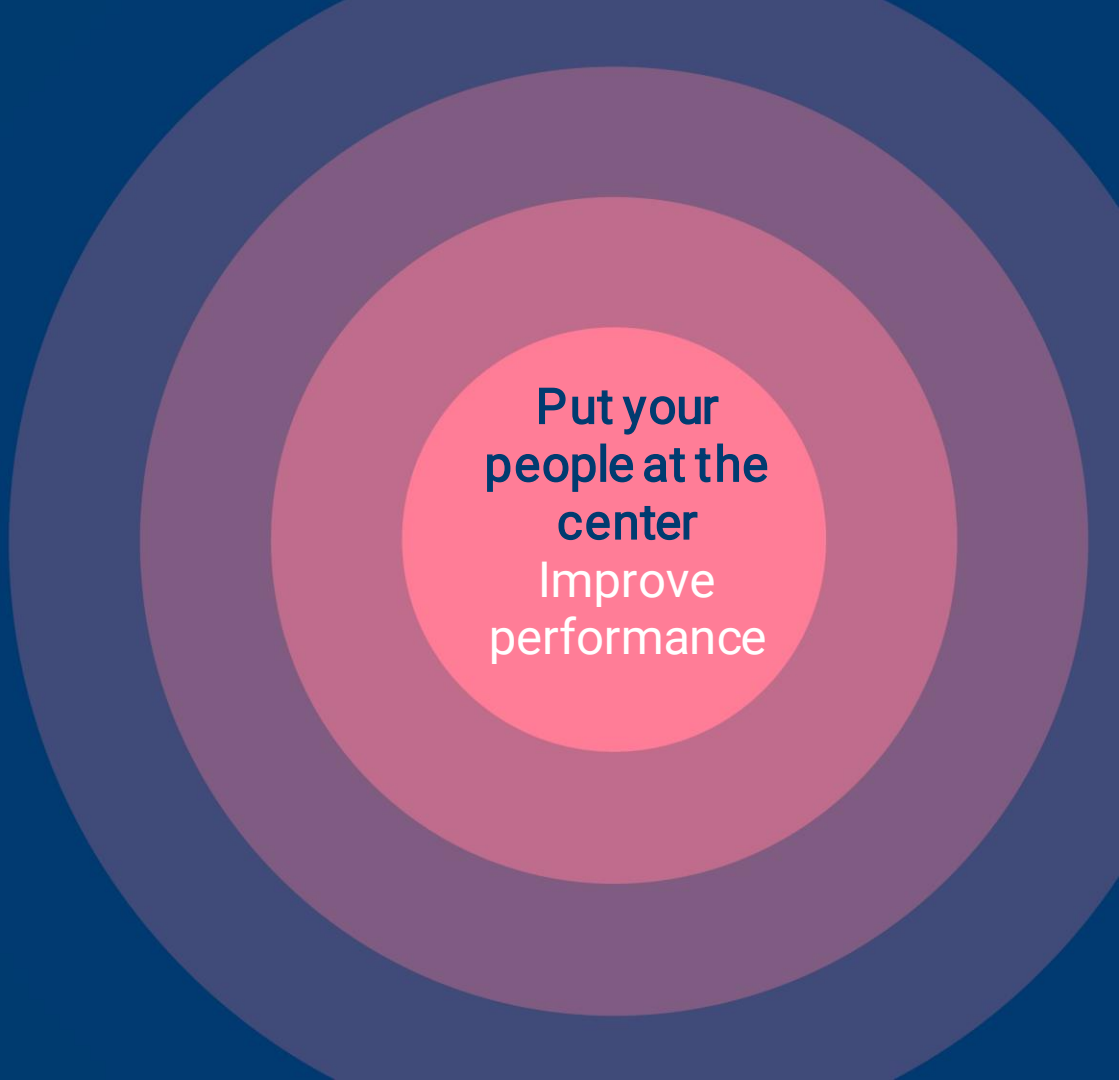
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We can help you achieve better results

Helping to foster engaging cultures, engaging employee experiences and strategically aligned organizations...led by high performing teams and enabled by great HR

**Enable change
from the inside**



How we do this....

People

Solutions rooted in deep understanding of human behaviors and organizational effectiveness

Insights

Data science, analytics, benchmarking and validated methods that accelerate business outcomes

Technology

Powerful platforms with intuitive experiences that facilitate action at scale

A unique



Powerful Solutions with Powerful Business Outcomes

20%

HR teams implementing Kincentric's HR Analyzer free up 20% more time to spend on strategic priorities

HR & Talent Advisory

Optimized HR to support the Talent and eX Strategy

3x

Leaders completing Kincentric's cohort-based development are 3X more likely to successfully drive sales growth

Leadership Development

Engaging Leaders that create great cultures

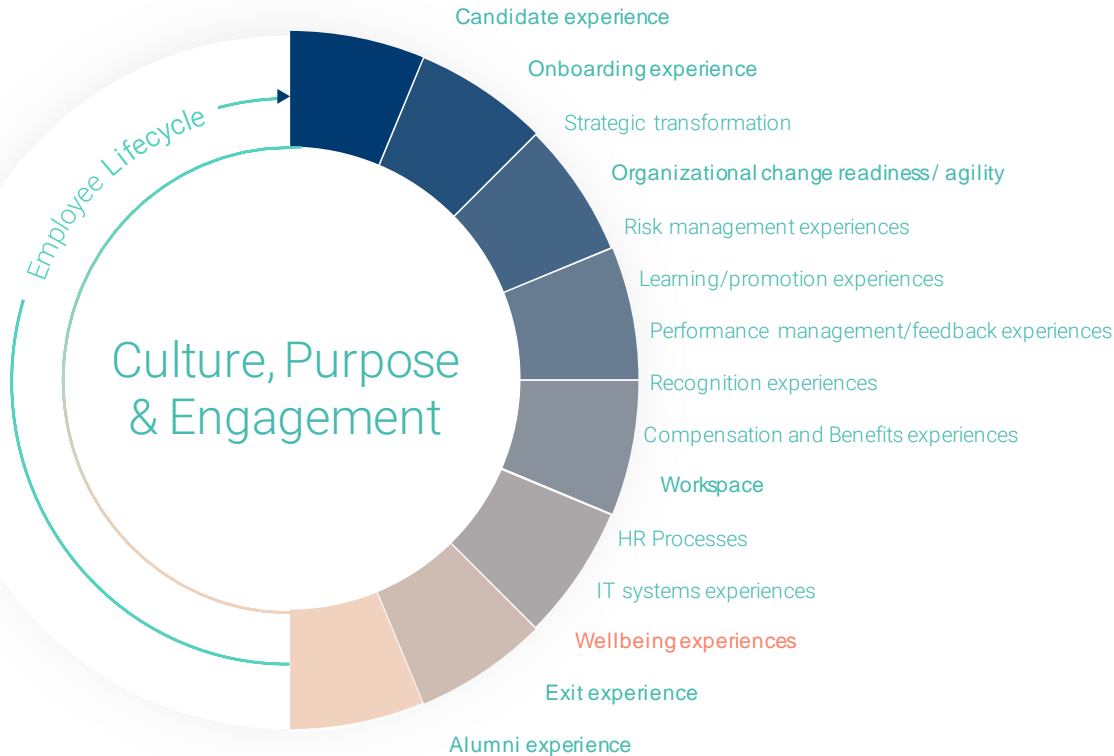
+4pts

Top quartile engagement companies have 4pts higher operating margin than average companies

Culture & Engagement

An Employee Experience that ignites your culture

Employee eXperience (eX) covers all aspects and events that impact an employee throughout the employment lifecycle



> eX is about how culture, purpose and engagement come to life ...(or not) ...across moments that matter

moments that matter:

- Inspire
- Elevate
- Connect
- Remove friction

COVID 19 Pulsing



workload sales plans
working hours stress levels
additional stress difficult current situation
home mental health stress
health stressful situation
stressful extra stress
mental

- **Source:** Employee Pulsing of 101 clients & 130,000+ global employees from April 13 to May 15, 2020
- **78%** say they have had a positive experience of wellbeing, connection & caring, senior leader response, and virtual work support
- **#1** Senior leadership care and concern is top driver of wellbeing during this time
- **#1** greatest concern is workload related stress