

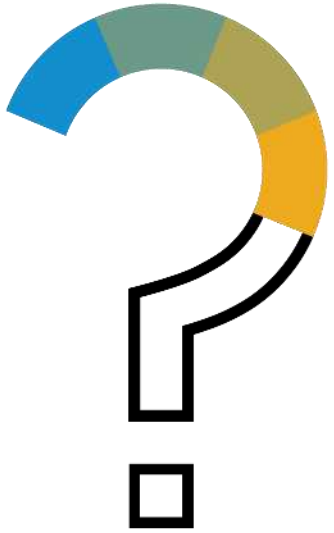


Kultur, Mentale Gesundheit und Produktivität

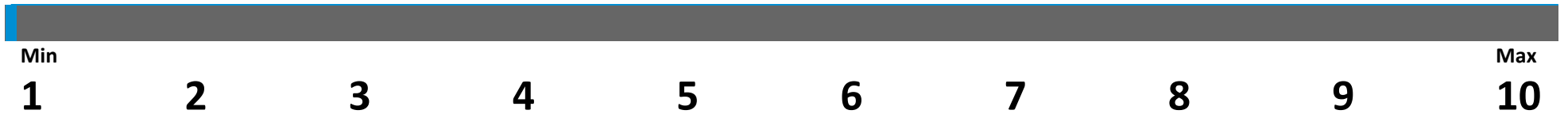
Dr. Natalie Lotzmann
Global Vice President People & operations | Future of Work
Chief Medical Officer | Global Health, Safety and Well-Being, SAP SE

Healthy Work Summit, June, 2022

INTERNAL



How would you rate the impact of personal health and well-being on job performance?

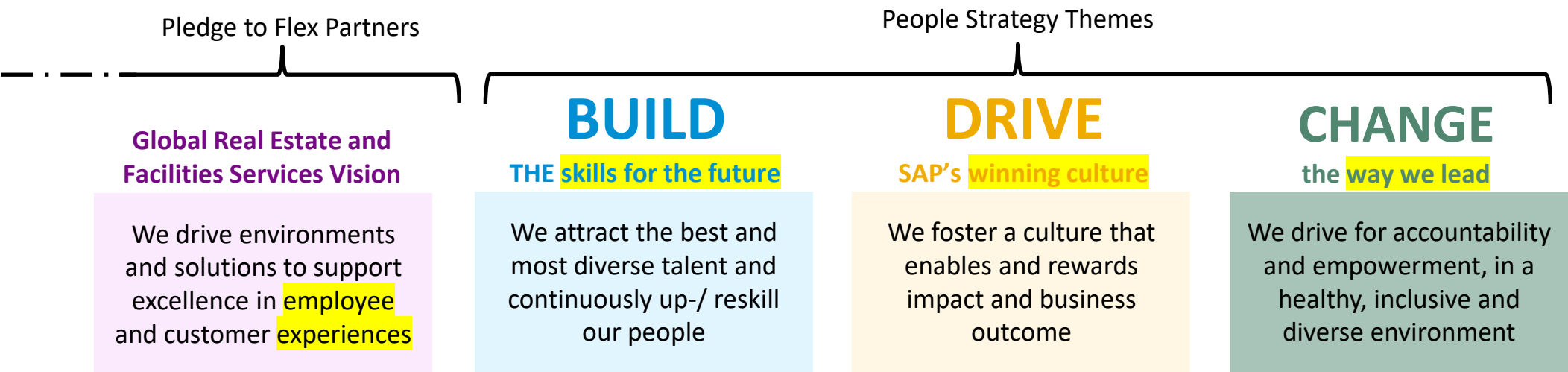




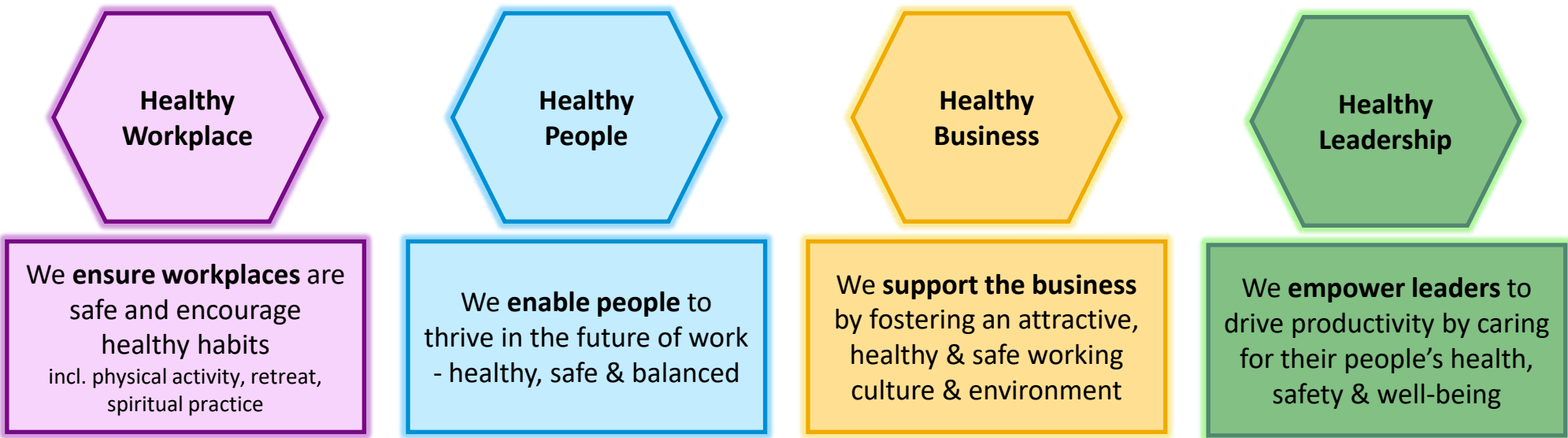
Christian Klein, CEO SAP

“ As we need **head, hand, and heart** to deliver on our promises, we need to stay **healthy, safe, and balanced** on body and mind.”

GHW STRATEGY | To shape the culture for our future of work



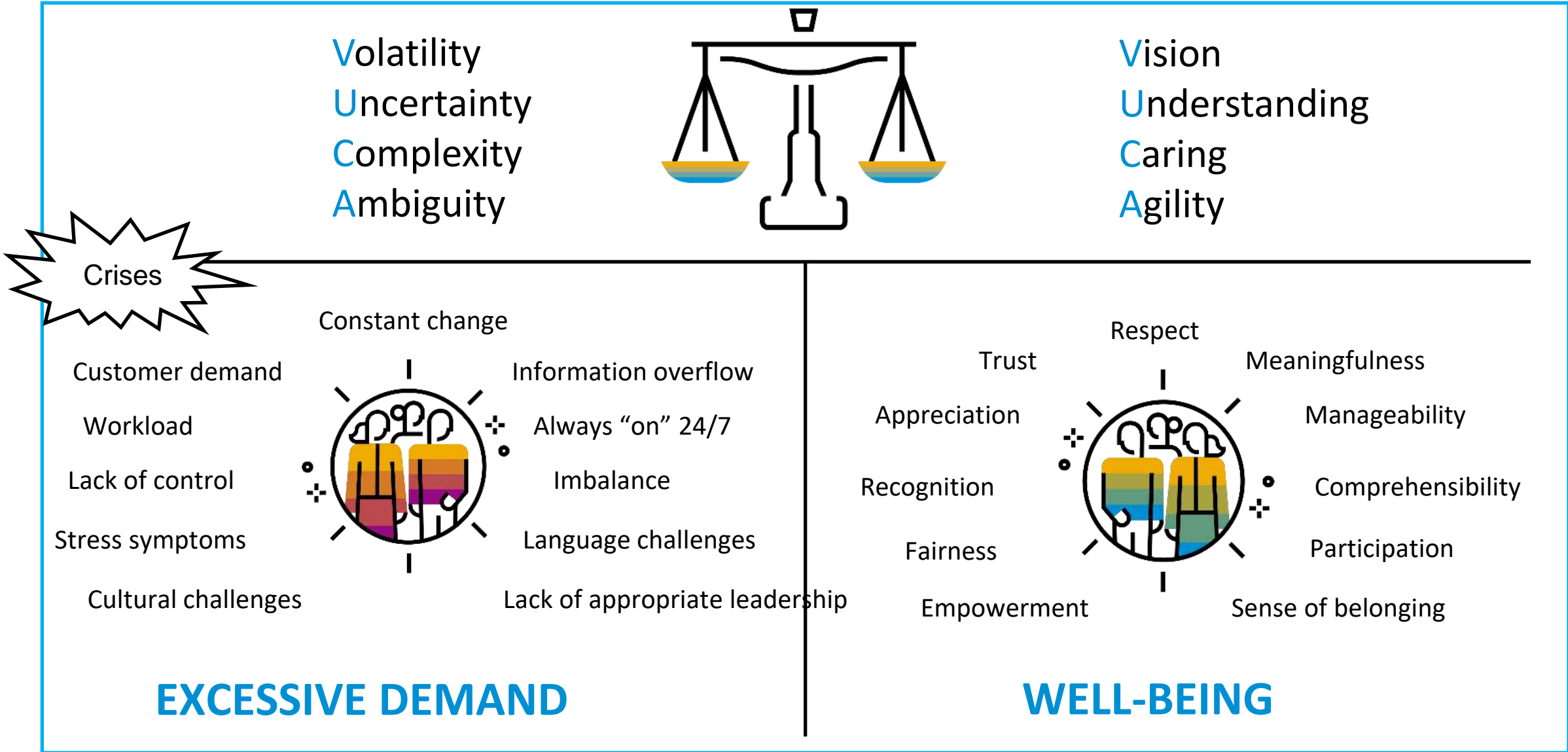
Global Health, Safety & Well-Being Vision: SAP runs healthy and our people run at their best



GHSW PORTFOLIO 2022+ | Healthy culture driving business success



RECAP | VUCA WORLD CHALLENGES

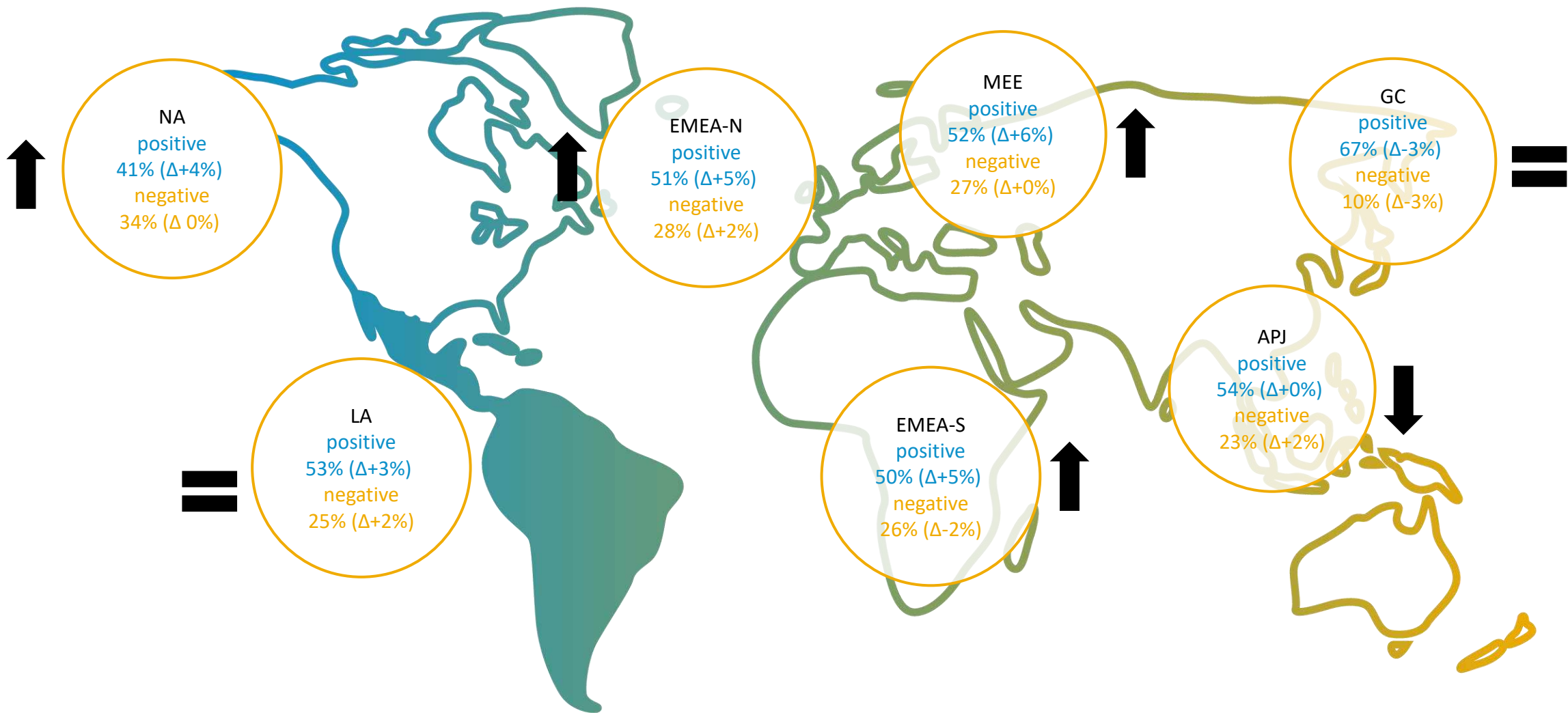


Crises =
VUCA²



GLOBAL POLL | CARING CULTURE: HOW ARE YOU?

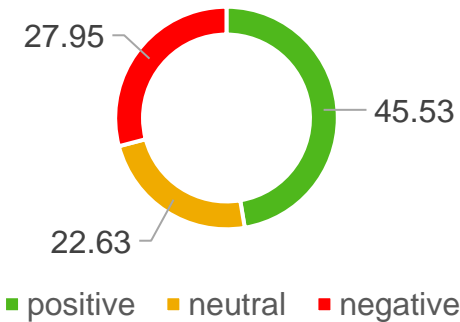
Change of sentiment across the regions during the pandemic



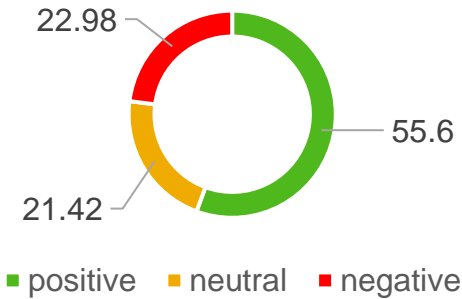
Note: Figures in brackets indicate the trend between the first and second pulse

GLOBAL POLL | Well-Being in home office with/without caring responsibilities

Wellbeing **With** Caring Responsibilities

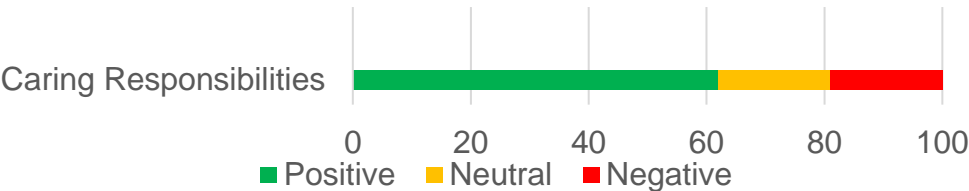


Wellbeing **No** Caring Responsibilities

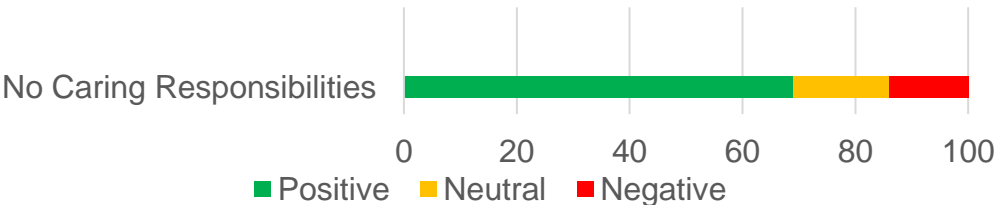


Positive= All sunshine and partly sunny
Neutral = Mild
Negative = little rainy and extra stormy

I feel that I have control over my life, and what happens to me.



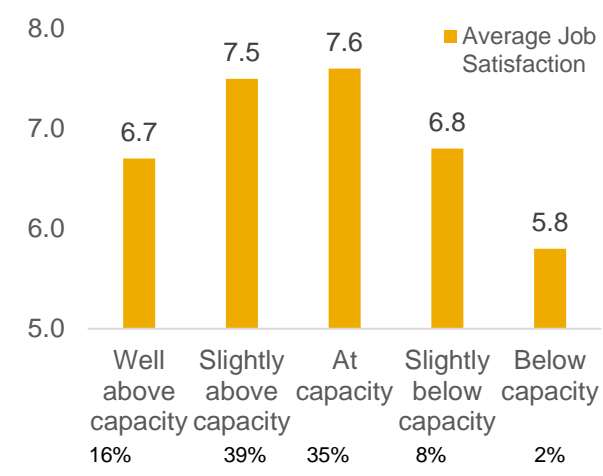
I feel that I have control over my life, and what happens to me.



Positive= agree and strongly agree
Neutral = neither agree nor disagree
Negative = disagree and strongly disagree

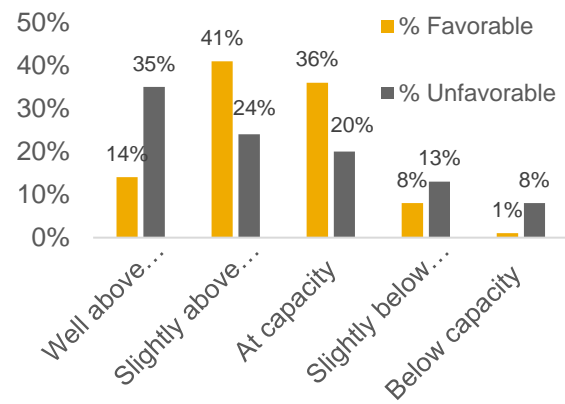
GLOBAL POLL | Workload and satisfaction / working above capacity

Workload and the impact on Job Satisfaction



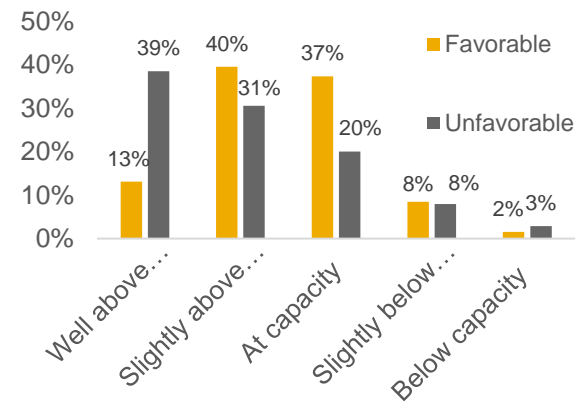
Employees, who are working well above capacity or slightly above capacity are less satisfied with their job than those working at capacity.

Clarity of expectations and the impact on Utilization



Employees who have clarity on what is expected of them are more likely to work at capacity than those who are not.

The role of the manager and the impact on Utilization



Supportive managers help balancing the workload: 13% who feel supported are working above capacity vs 39% who do not feel supported.

The role of the manager and the impact on Stress & Job Satisfaction

My manager cares about my well-being and the effects that the COVID-19 situation has on my personal life.

	Unfavourable	Favourable
Average Stress	7.7	6.2
Average Job Satisfaction	5.1	7.5

Employees whose manager care about their well-being are less stressed and more satisfied with their jobs.

GLOBAL POLL | Conclusions on Leadership culture

91%

Of managers say they receive the information they need to prepare their teams for upcoming changes

95%

Of managers say they are able to provide an adequate level of support to their teams during this time

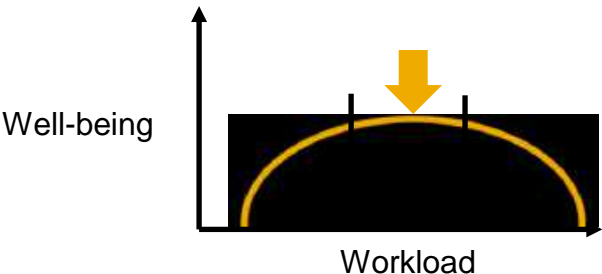
Nonetheless, a significant amount of employees does not feel sufficiently supported

Higher stress

Lower work-life balance

Lower job satisfaction

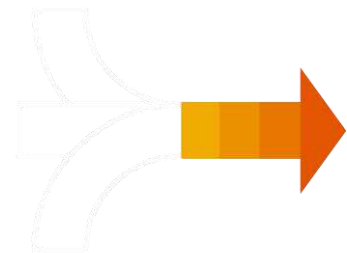
1. Enable leaders to help employees balance their workload



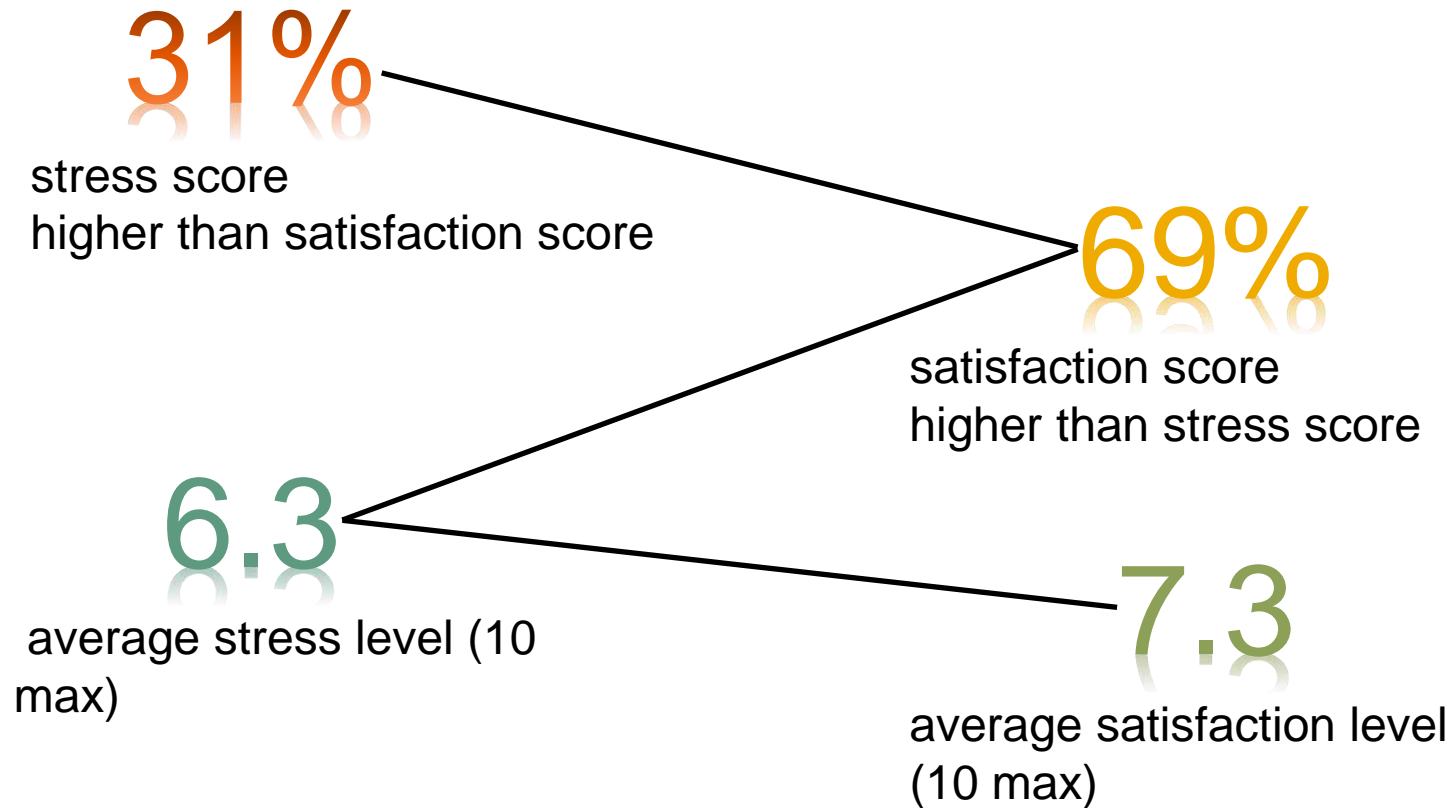
2. Enable leaders to further improve the social exchange between team members to strengthen team spirit in virtual team set up



3. Enable leaders to communicate a clear sense of direction in this crisis



STRESS-SAT INDEX | MENTAL HEALTH AND SATISFACTION AT WORK



Almost no differences across board areas, regions, career level.

SHAPING CULTURE | MENTAL HEALTH INITIATIVE & LIGHTEN THE LOAD CAMPAIGN



[You Are Not Alone](#)

SAP'S LIGHTEN THE LOAD CAMPAIGN



Together for a healthier SAP!

Self-care is team-care. It's time to refresh, recharge, and refocus to find your healthy balance in the future of work.

Kicking off June 1

A global health campaign to help you flex and thrive in the new hybrid way of working!

Mitigate the stress and mental load caused by the volatility, uncertainty, complexity, and ambiguity around us and the negative health impact of prolonged sitting.



Refresh. Recharge. Refocus.

Lighten the Load | Get ready for your healthy future of work | June 2022

Where to start

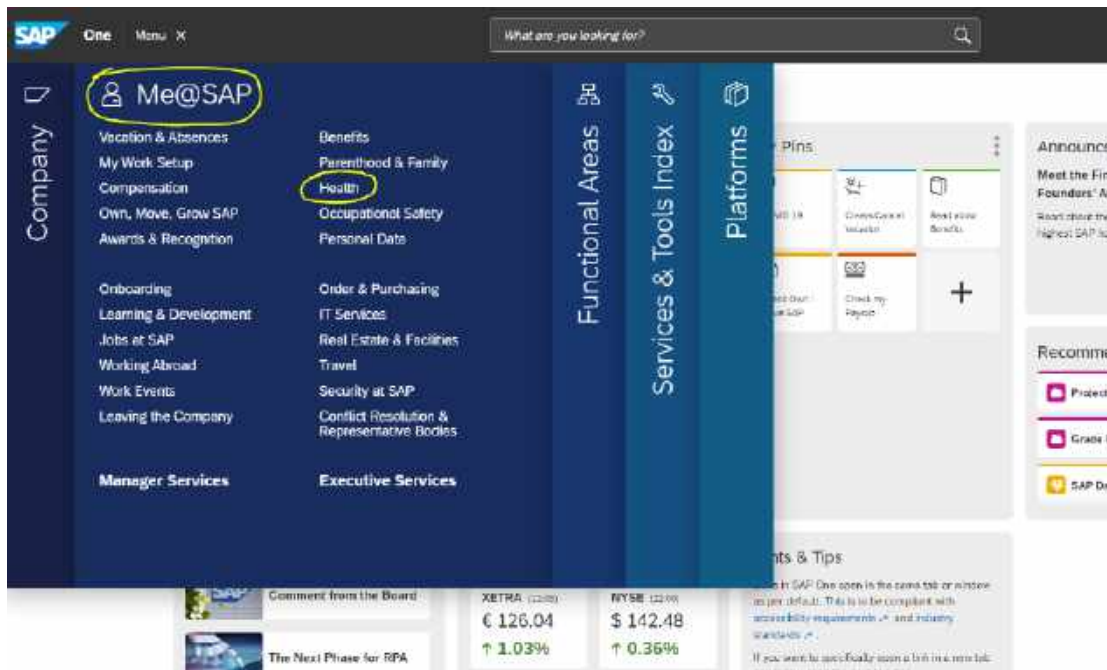
Go to [Lighten the Load SharePoint](#) for event calendar, signups, & more.

Use the [Comms toolkit](#) to encourage your team to engage.

Talk, share your stories, videos, your personal mantra whatever you do to take care of your health.



SAP is a campaign partner of [EU-OSHA Healthy Workplaces](#)



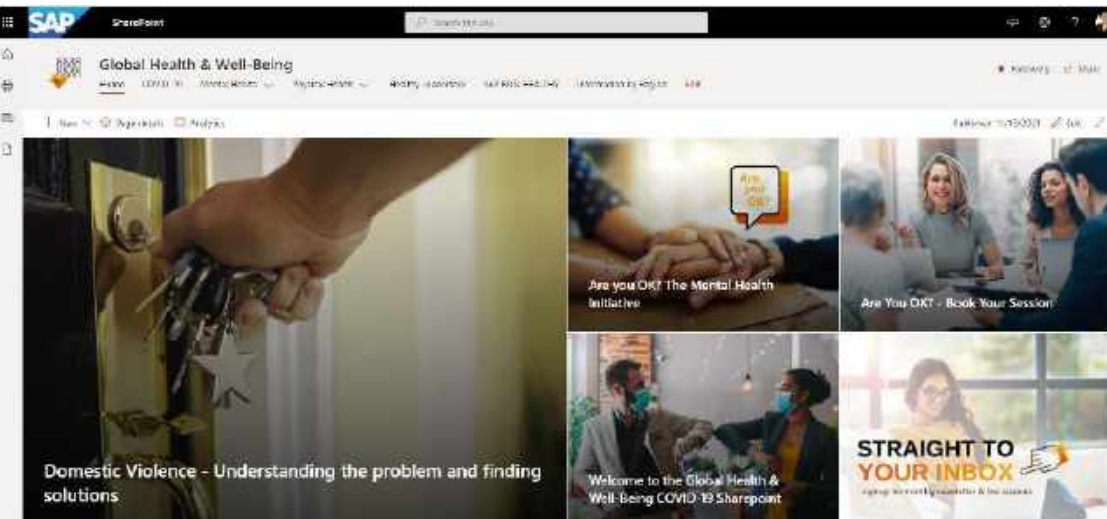
What's available?

- [SAPOne](#) hosts global & local portfolio, tips, toolkits, etc.
- [Health SharePoint](#) spotlights events, campaigns, learnings, videos, etc.



Not sure what you want?

- [Health Navigator](#) is a guided search tool to help you find resources and tips for your topic

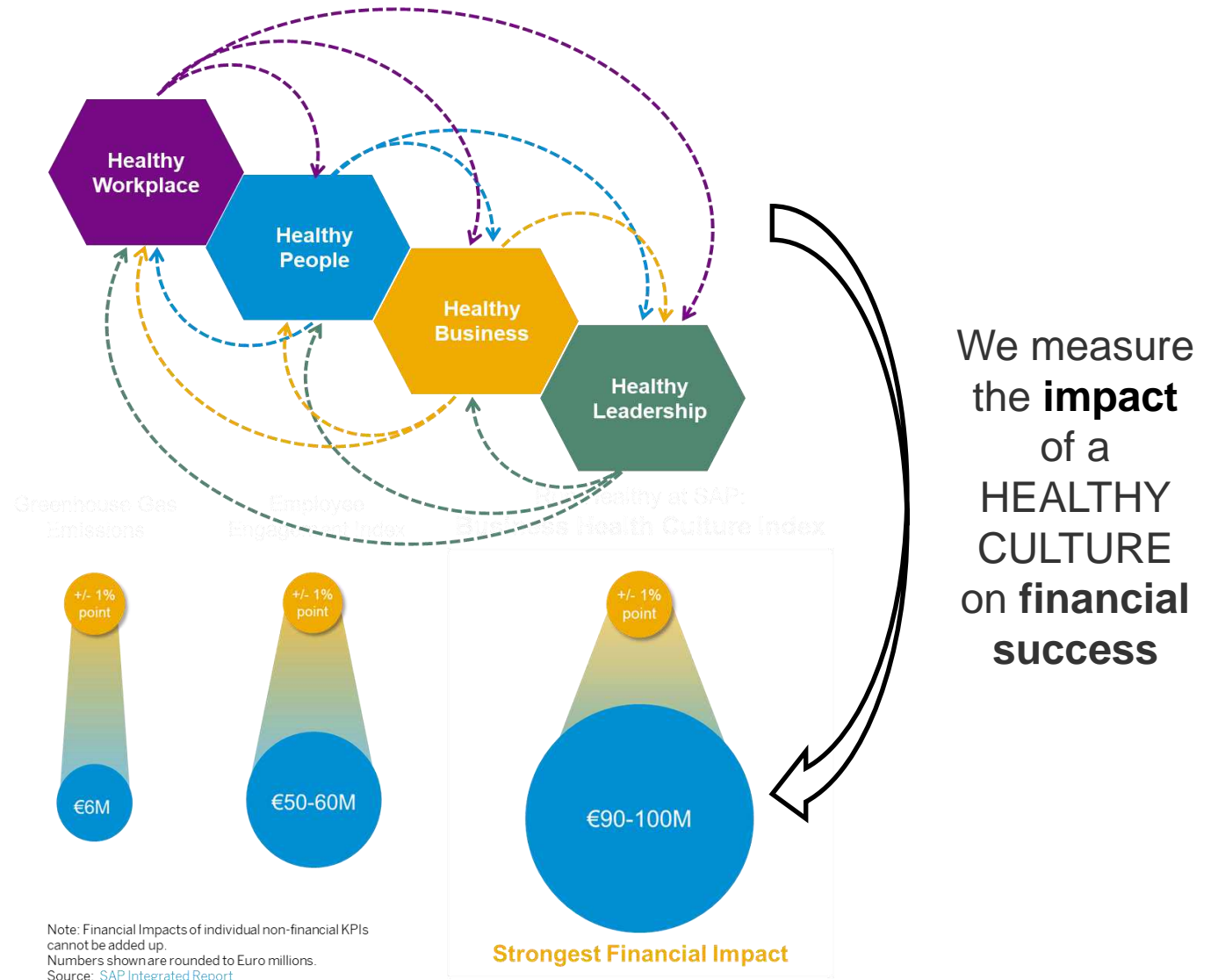


Straight to your inbox!

- [Health Sign-up](#) is registration for global webinars and community roundup newsletter

THE BUSINESS CASE | Healthy culture drives productivity and profitability

- ✓ **Make workplaces** attractive, healthy, and safe
- ✓ **Enable people** to thrive in the future of work - healthy, safe, & balanced
- ✓ **Support the business** by fostering an attractive, healthy & safe working culture and environment
- ✓ **Empower leaders** to drive productivity by caring for their people's health, safety & well-being





Sabine Bendiek · 1.

Chief People & Operating Officer, Member of the Executive Board of SAP SE

2 Tage · 🌐

The importance of mental health is indisputable, and the events of our lives during the past two years have made this even more evident. Therefore, SAP has set aside May 31 as SAP Mental Health Day 2022, a fully paid day off for all employees. On this day, we encourage our people to totally disengage from work, and our entire company will stand still. I am very happy to "switch off" on this day with our people, as well. We know that one day is not enough, but we hope this day provides time for reflection and self-care, because doing well in one's job and day-to-day life and feeling mentally well are not separate things – they go hand in hand. [#LifeatSAP](#)

[#SAPMentalHealthDay](#) https://lnkd.in/eM_bkgjB

[Übersetzung anzeigen](#)



SAP News Center /

Features



SAP Employees Worldwide Take a Day Off for Their Mental Health

May 23, 2022 by Corinna Machmeier



Humans are at our best when we manage our resources carefully and recharge them on a regular basis — this is especially true for our mental health. When you look after yourself, you perform better and can better support the people you care about.

Vielen Dank.

Kontakt:

Dr. Natalie Lotzmann, MD, MBA

Global Vice President People & Operations | Future of Work

Chief Medical Officer | Global Head of Health, Safety & Well-Being

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Join me online: [LinkedIn](#) | [Twitter](#)

Discover more: [Mental Health](#) | [SAP Business Health Culture Index \(BHCI\)](#)

[EU-OSHA Healthy Workplaces “Lighten the Load” Campaign Partner 2020-2022](#)