

IT'S ALL ABOUT PEOPLE

NEW WAYS OF
WORKING
OR
HOW CAN WE MAKE
ECONOMIC GROWTH
MORE INCLUSIVE



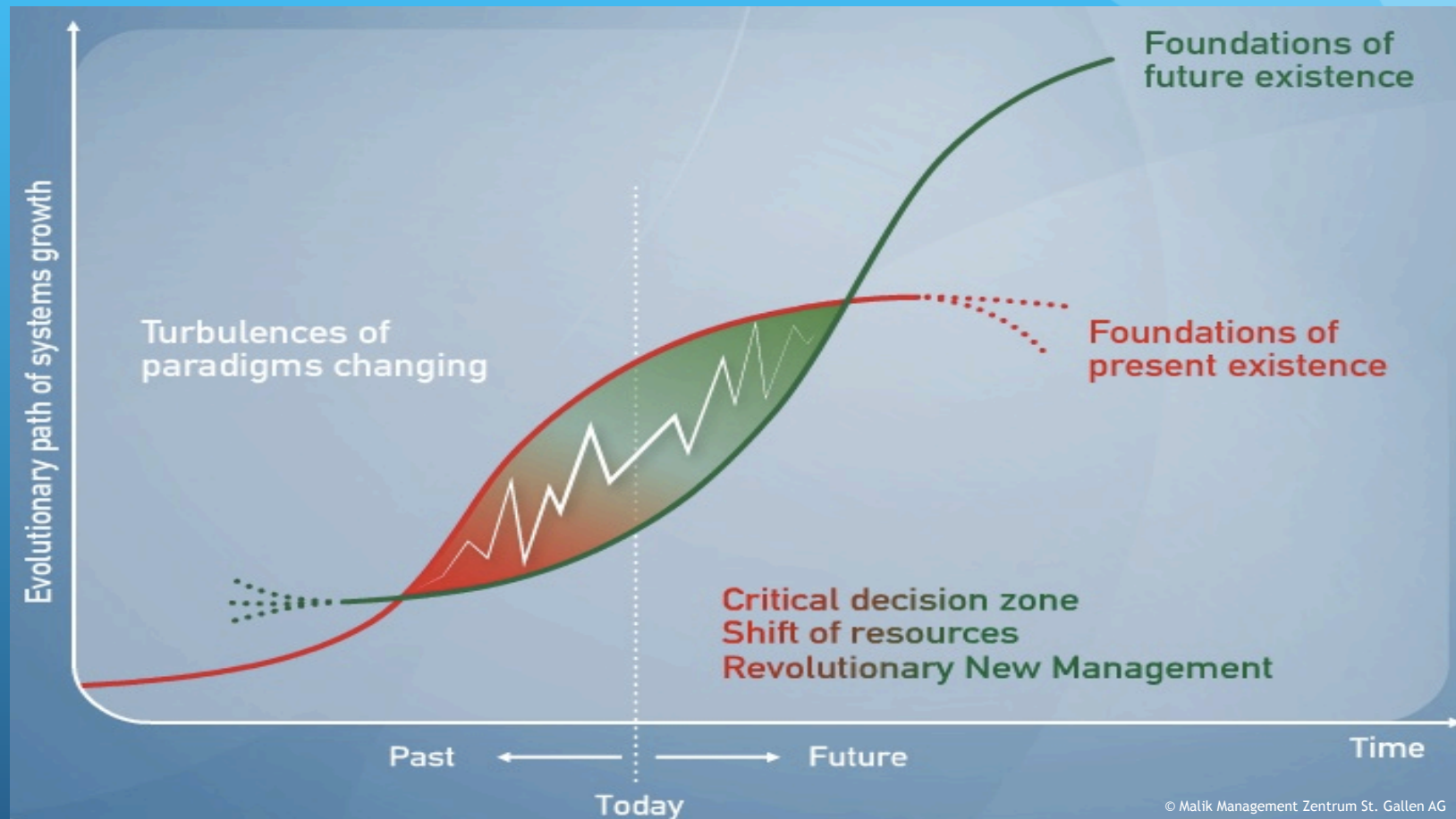
FINANCIAL AND MARKET PERFORMANCE APPEARS AN ABSTRACT TOPIC

BUT FAIRLY IS A SYMPTOM OF
PEOPLE ' S ACTIONS AND DECISIONS



„The achievement of an organization
are the results of the combined
effort of each individual.“
Vince Lombardi

THE GREAT TRANSFORMATION



During the Agrarian Revolution, the most important resource was land.
During the Industrial Revolution, it was capital and machinery.
In Post-Industrial Society, it is increasingly knowledge.

THE NEW WORLD IS VUCA

- VOLATILITY
- UNPREDICTABILITY
- COMPLEXITY
- AMBIGUITY

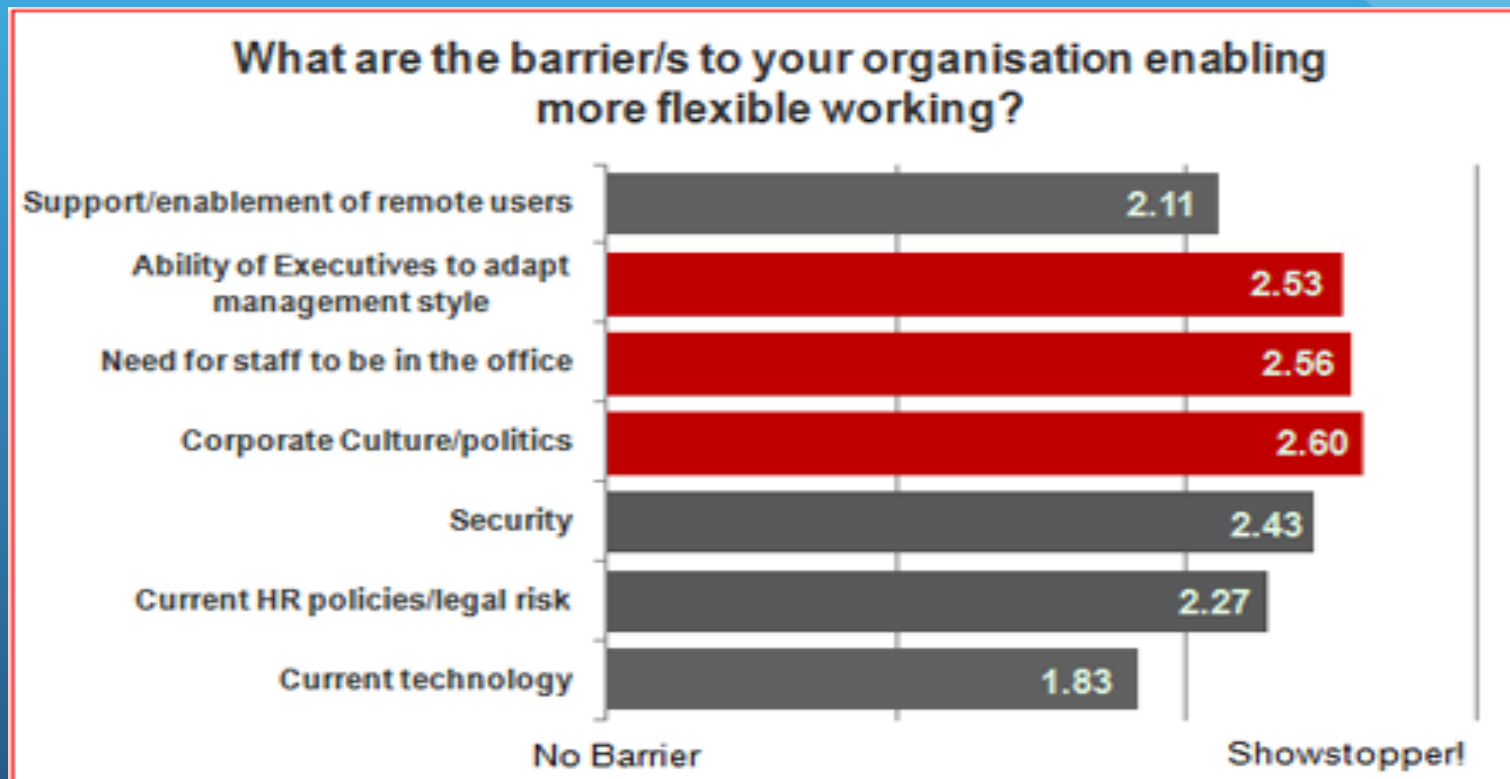
THE ANSWER

- VISION
- UNDERSTANDING
- COLLABORATION
- AGILITY



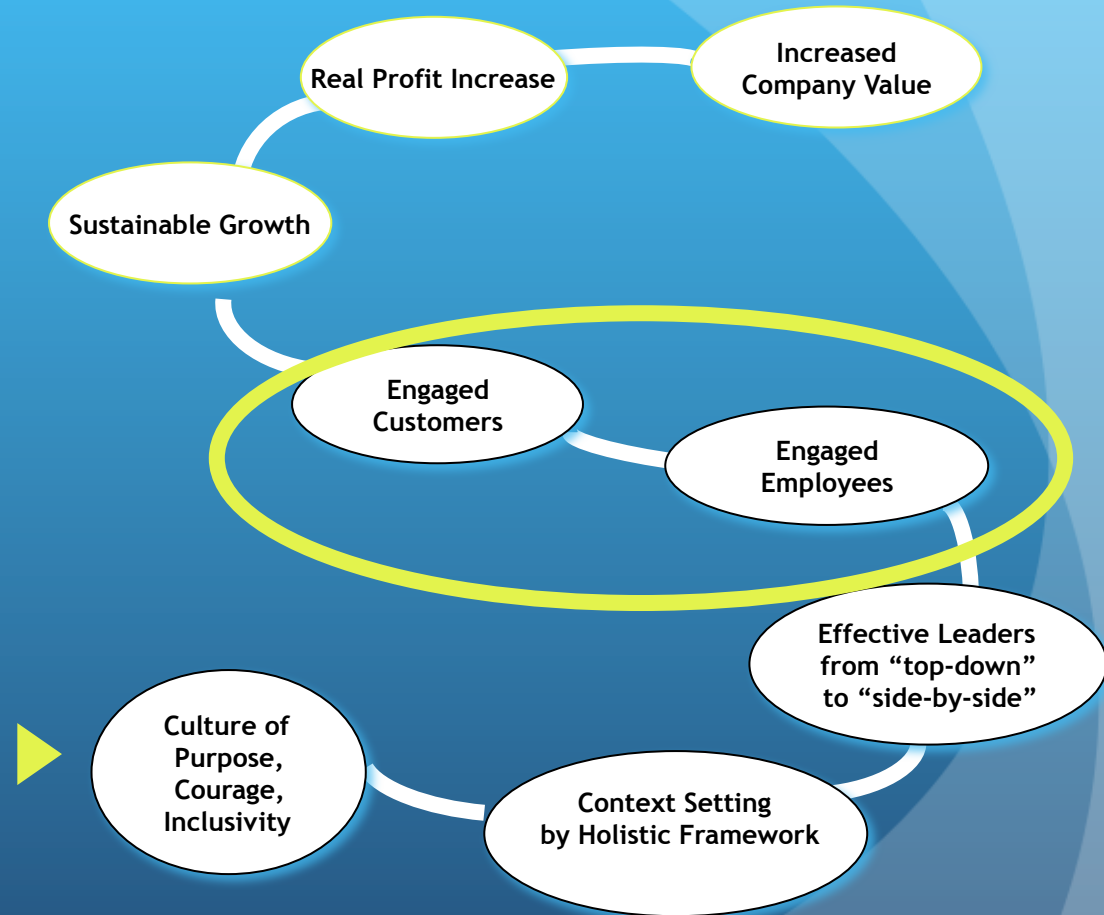
The NEW WORLD is dominated by laws of information, knowledge, perception, complexity and the dynamics of highly networked systems.

PARADOXON STRIVING FOR THE FUTURE WHILE LIVING THE PAST



LINKAGE BETWEEN EMPLOYEE ENGAGEMENT & BUSINESS SUCCESS

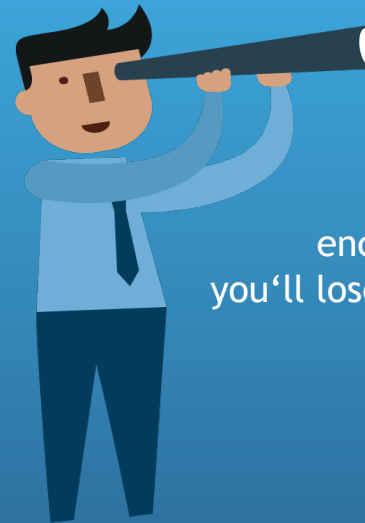
In the concept of sustainable and holistic management development the goal is not to enable geniuses to ingenious performance, but to answer the question how to build a context to empower all our people to become value creation ambassadors.



7 THESIS ABOUT WORKSPACE DESIGN AND SUCCESS

NEW
WAYS
of WORKING
by ISS

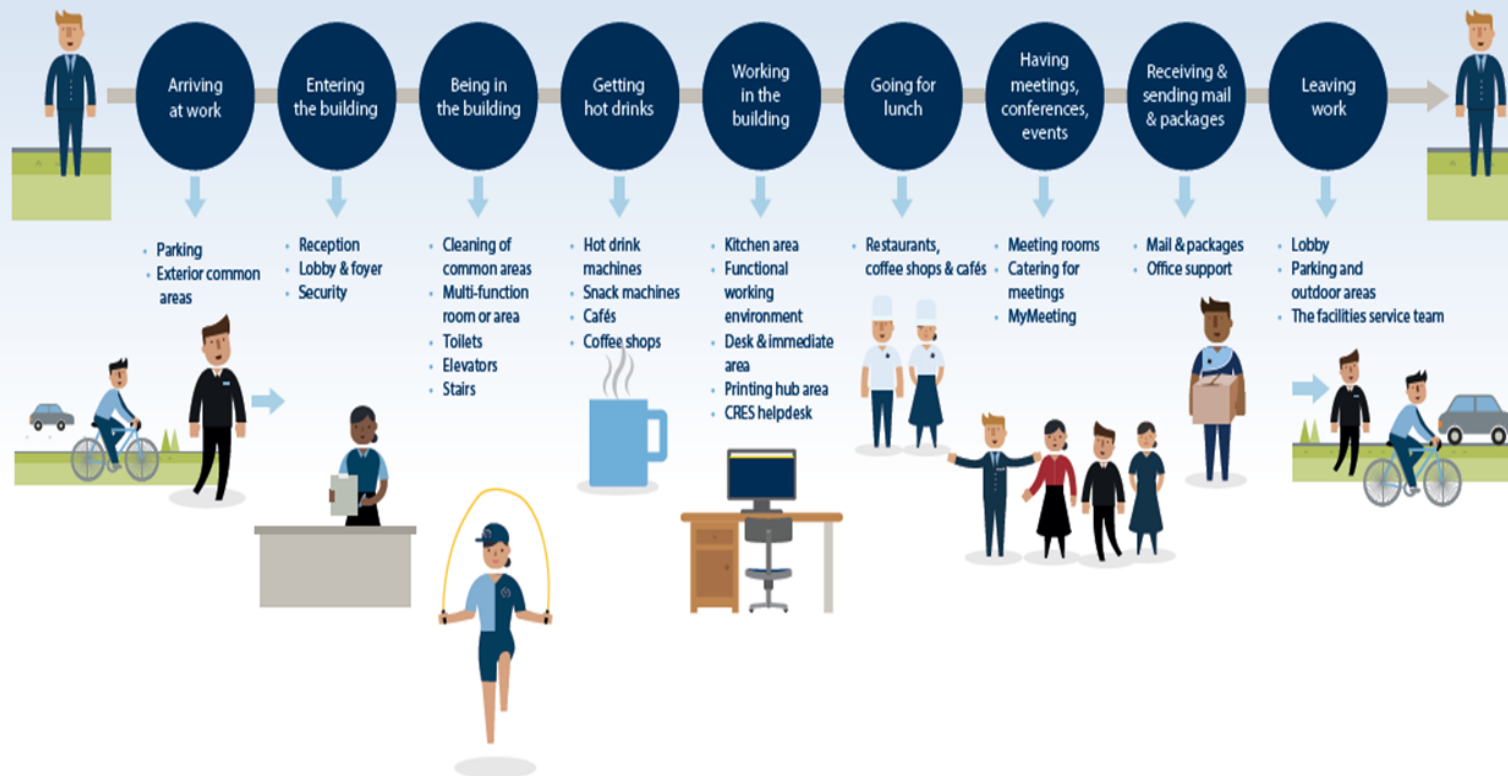
1. Open space = open mind
2. Creativity needs playground
3. Morphing office
4. Work goes mobile
5. Work = Life = Fun
6. Platform design drives diversity
7. The need for the 3.room



„If a building doesn't encourage collaboration, you'll lose a lot of innovation.“

Steve Jobs

Work Journey



„We’ve crafted a strategy premised on the broader notion of well-being in body, mind, and purpose, and the idea that our people are on life journeys with us.“

Mike Preston Chief Talent Officer Deloitte

Working Zones@ISS

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For us empowerment stands for the freedom to tailor made the working environment to our employees needs, so that they have to take over self responsibility how they can best deliver value contribution day by day .

START WITH WHY!

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WHY?

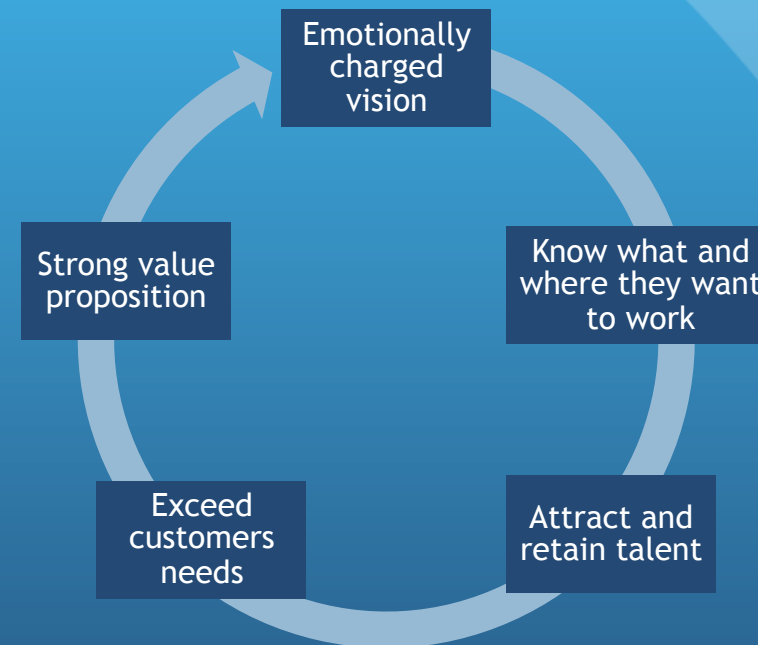
WHAT?

HOW?

It's all about providing purpose and attracting people who share the fundamental beliefs of our organization.

CHARACTERISTICS - HIGH GROWTH COMPANIES

1. Vision
2. True believer
3. Simple values
4. Pride
5. Satisfied with performance
6. Peer Respect
7. Long term relationships
8. Fun



STRENGTHS THE UNDERUSED POTENTIAL

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Individuals have:

7.8 % greater productivity and are SIX times more likely to be engaged on the job and have a better quality of life

Teams have:

12.5 % greater productivity

8.9 % greater profitability



Focusing on diversity and strengths leads to a robust and adaptable organization



IT'S NOT A MOVE - IT'S A CULTURAL JOURNEY!

1. WHY ? =

Service performance
facilitating our customers' purpose
through people empowerment

2. WHAT ?

Engagement, courage,
creativity, innovation, collaboration

3. HOW ?

Transparency, questionnaire, involvement,
task force, change ambassadors,
workers council, weekly culture roundtable,
platform preparation, system adaptation, network structure,
legal framework, town hall meetings ...

„THE BEST WAY
TO PREDICT THE FUTURE
IS TO CREATE IT.“

PETER F. DRUCKER