Employees –
The source of our strength

We’re mastering the major challenges of our time, continuously breaking new ground and making technology history. But these achievements are only possible because we have outstanding employees who – through their expertise, abilities and dedication – have made our Company the global powerhouse that it is today. That’s why lifelong learning, continuous personal development and the fostering of diversity and employee commitment are the foundations of our employee and management culture.

*Siemens is only as strong as its employees. We expect outstanding performance from our people. In return, we support them in unleashing their full potential.*

Our employees’ creativity and pioneering spirit are the source of our strength. To build on this foundation and grow even further, we have to attract and retain the best minds in the world. By providing them with additional opportunities to increase their expertise, we also create an atmosphere of trust and constructive cooperation that enables us to break down professional, linguistic and national barriers throughout our organization.

To outperform our competitors in the global battle for talent, we’re partnering with the most prestigious universities in the world’s most important markets. Our Siemens Graduate Program, for example, provides top university graduates with an ideal springboard for launching their professional careers. We give these young talents – and all Siemens employees – the chance to continuously develop their capabilities, master new challenges and assume ever-greater responsibility. As part of our educational offerings, we’ve set up uniform Core Learning Programs worldwide to make cooperation within our integrated technology company even more effective by enhancing employee knowhow in key areas like project management, software development, procurement and human resources. Our central intranet education portal alone offers our global workforce more than 1,000 business-oriented courses and programs.

Our employees are as diverse as the customers we serve – all around the world. People from some 140 different countries work at our ten largest Regional Companies alone. Our employees’ diverse languages, cultures and religions are a source of great strength. Multi-cultural teams with a broad range of expertise and perspectives promote the wealth of ideas within our Company and enhance our power of innovation.

*With their wide array of skills, experience and qualifications, our people give us a decisive competitive edge in the global arena.*

To foster diversity throughout our organization, we’ve launched our Diversity Initiative, which bundles targeted measures and projects for ensuring and further enhancing diversity at all levels of our Company. Examples include our global network of about 160 Siemens Diversity Ambassadors, who identify diversity issues Company-wide, and our Global Leadership Organization of Women (GLOW). To help our employees better understand one another, we’ve also established intercultural training programs and initiatives aimed at eliminating unconscious prejudices.
To leverage our employees’ wealth of ideas for the benefit of our entire organization, we’ve launched the Ideas, Impulses, Initiatives (3i) Program – a Company-wide idea management initiative. And it’s paying off: we’ve put over 500,000 employee suggestions into practice over the last five years – achieving savings of more than €1.1 billion.

But we want to do even better. That’s why we conduct world-wide surveys every year to measure employee satisfaction and pinpoint areas for further improvement. We take the survey findings very seriously since we know that only highly motivated employees who identify with our Company can achieve the excellent results we need to remain successful. Our employees’ commitment, expertise and performance are one of our greatest strengths.

Worldwide presence: We’re active in all regions of the world. And our workforce reflects it. The number of Siemens employees outside Europe has grown continuously in recent fiscal years.

Employee shareholders: We’re proud that roughly 127,000 Siemens employees took part in employee share programs in fiscal 2012. This is a clear sign of our employees’ trust in our values, our vision and, in short, the future of our Company.

Continuing education: We provide employees at all levels of our Company with an opportunity to unleash their full potential. In fiscal 2012, we again increased our total expenditure for continuing education as well as our educational outlays for each individual employee.