

# Driving Employee Engagement –

The Business Value of Safety, Health, and Environmental Leadership

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# Key drivers of employee engagement

- Role Clarity
- Career Management
- Performance Management
- Networking
- Rewards
- Work Environment
- Values



# Employee engagement at Schneider Electric

- Validated link between increased employee engagement and company results
- “Our customer experience can be no greater than our employee experience.”
- Talent management system built around key drivers of employee engagement
- Efforts focused around safety and health, employee development and community leadership
- Engagement levels measured through “One Voice” employee opinion survey

# Our safety journey ...



# The case for change

*Uncontrolled risk with the products and services in our industry can kill people!*

	Industry Average	Schneider Electric North America
2002 OSHA recordable injury rate	5.0	3.

3 million people injured on the job each year

6

14 workers die on the job every day

\$50 billion annual worker's compensation costs (direct losses only)

# The case for change

*Safety is now our #1 priority and it shows!*

	Industry Average	Schneider Electric North America
2010 OSHA recordable injury rate	3.6	0.9

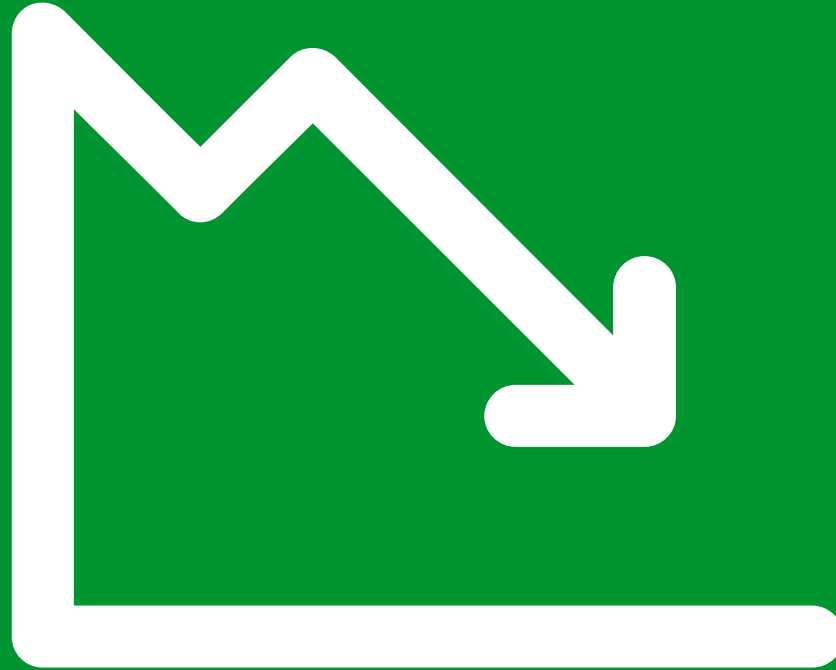
500 injuries avoided each year

\$10 million per year in direct savings

# Five key points that make up our Safety Culture

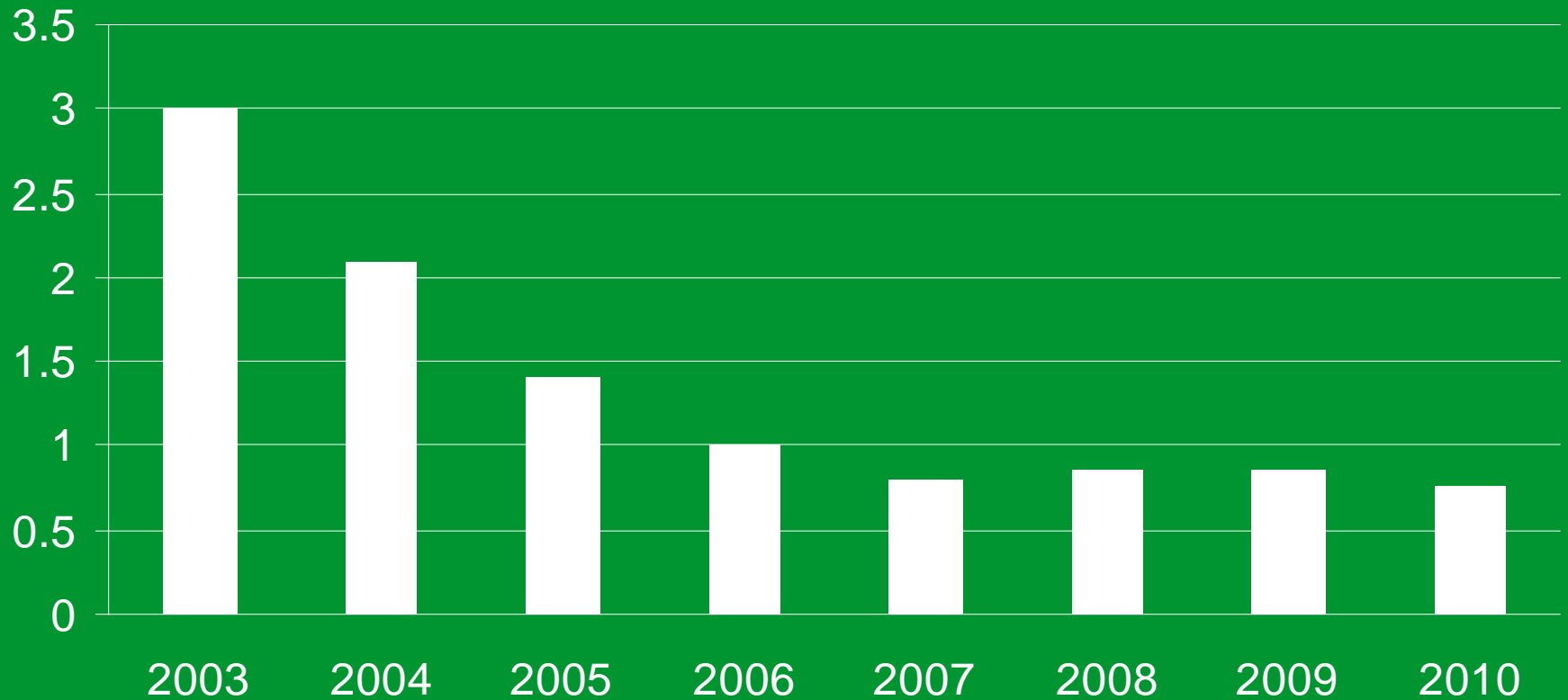
- 1 Safety is everyone's responsibility.
- 2 All injuries and occupational illnesses can be prevented – all exposures can be safeguarded.
- 3 Management has a responsibility to train all employees to work safely.
- 4 Working safely is a condition of employment.
- 5 Preventing safety incidents and injuries contributes to business success.

# Our performance

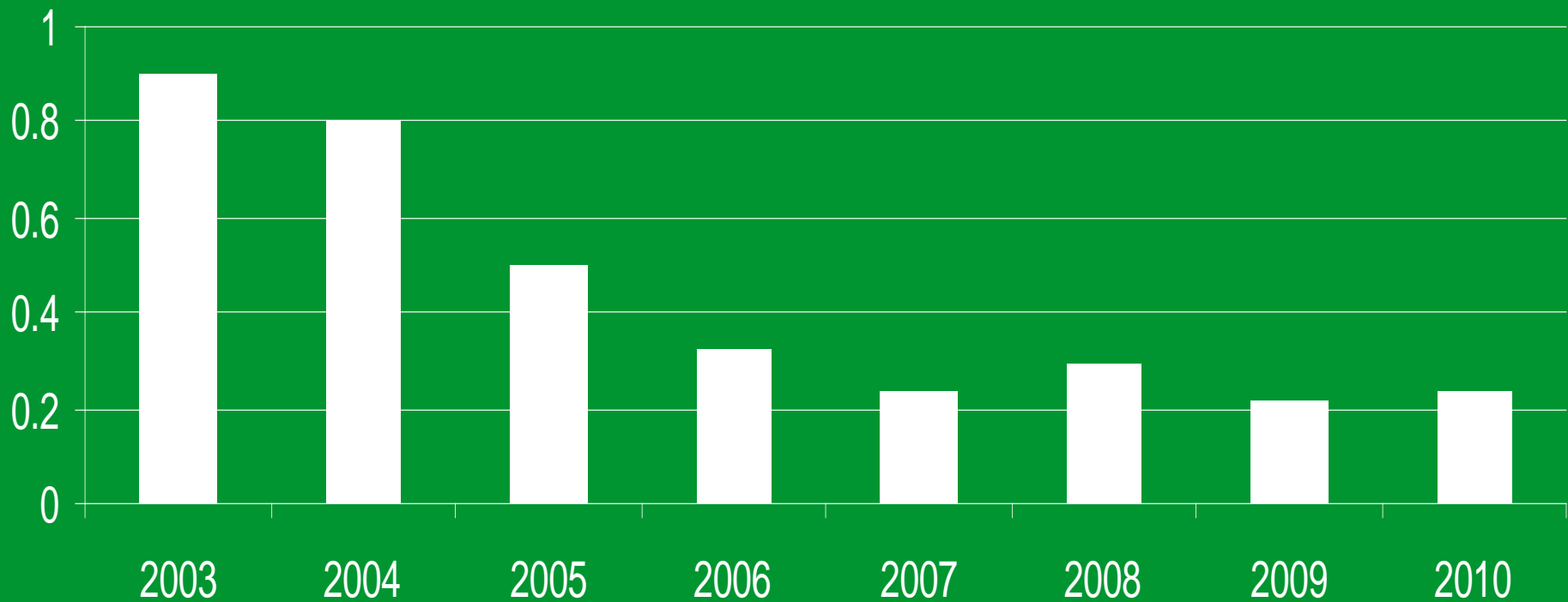




# North America Medical Incident Rate



# North America Lost Time Accident Rate



# North America Lost Time Days Rate



# Keys to our success



- Top management commitment
- Reduction of workplace hazards
- Increased safety training and audits
- Awareness and communication at all levels
- Recognition and awards

# Our healthy lifestyles journey ...



# Healthy lifestyles program

## Vision

Create an environment where employees willingly **accept full responsibility** for their health and are **actively engaged** in efforts to measurably improve their health.

## Mission

In line with our Health Policies, **provide** effective **tools**, **resources**, programs and services designed to **help** all employees enjoy the **highest** attainable **standard of health**.

## Goals

- 10% annual **reduction** in percent of employees in the **high** and **medium** categories.
- Contribute to an overall **positive work environment**.
- Contribute to a corporate **culture** that **promotes healthy lifestyles**.

# Healthy lifestyles program highlights

- Complete program to meet employee needs
  - Free health assessment with \$100 incentive for participation
  - \$300 health and fitness reimbursement
  - On-site fitness centers
  - Annual flu shots
  - Ongoing health tips and information
  - Local programs at each location
- Reduced number of employees with high or medium risk for serious health conditions by 30%
- 2009 and 2010 “Healthiest Companies in America” award from Interactive Health Solutions
- American Heart Association “Fit Friendly” Company at all facilities

# Safety, Healthy Lifestyle, and Environmental Leadership as Culture

- Safety, health, and the environment is not a priority that can be traded off. It is an absolute each day!
- Management Accountability
- Focus on the Fundamentals





# Lessons Learned

- Leadership commitment
- Safety, Health and Environmental organization
- Supervisors and managers must view safety as the most important part of their job
- Safety, health, and environmental initiatives:
  - Require everyone's involvement
  - Need to be part of your company's continuous improvement process



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