

# ESWS

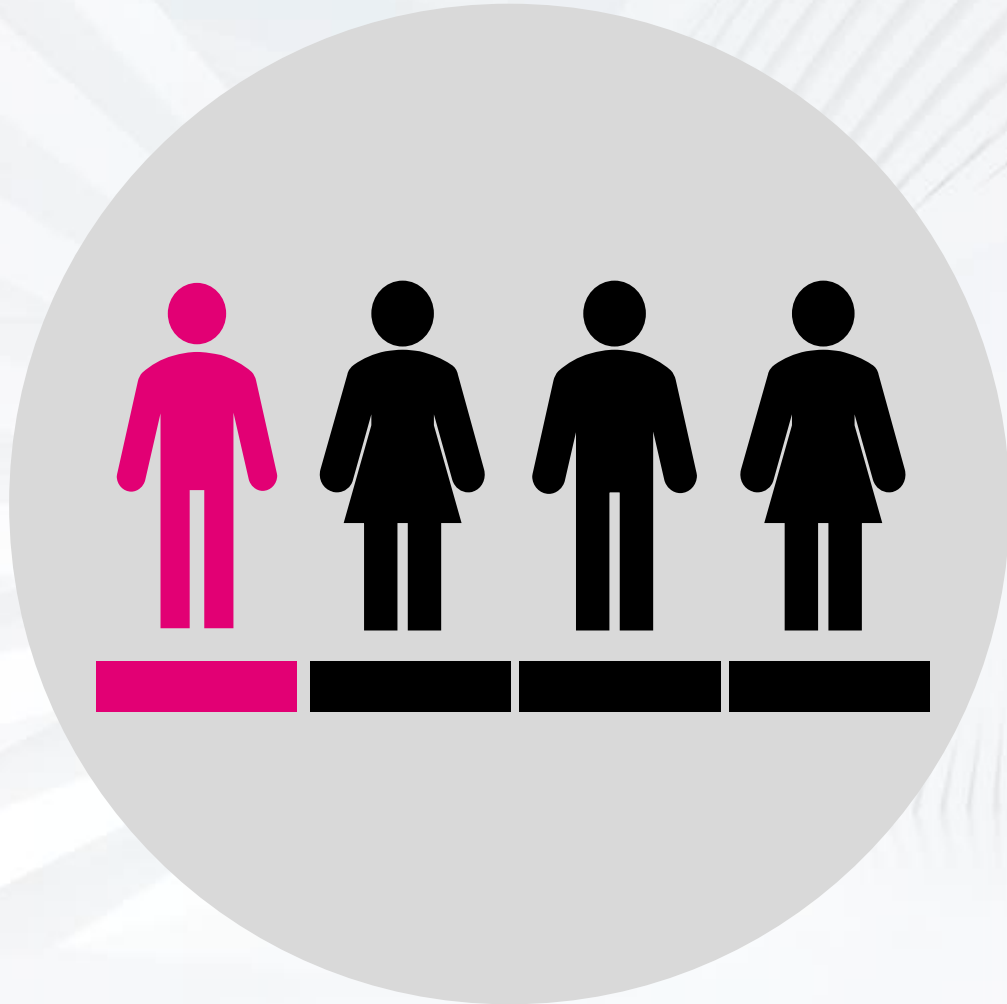
Emotionally Sustainable  
Workplace System

**T Systems**

Let's power  
higher performance



# What?



Only **1 out of 4** employees currently lives up to their full potential at work.

What's the best way to enable employees with their relevant **Key Health & Performance Indicators** anywhere, anytime?

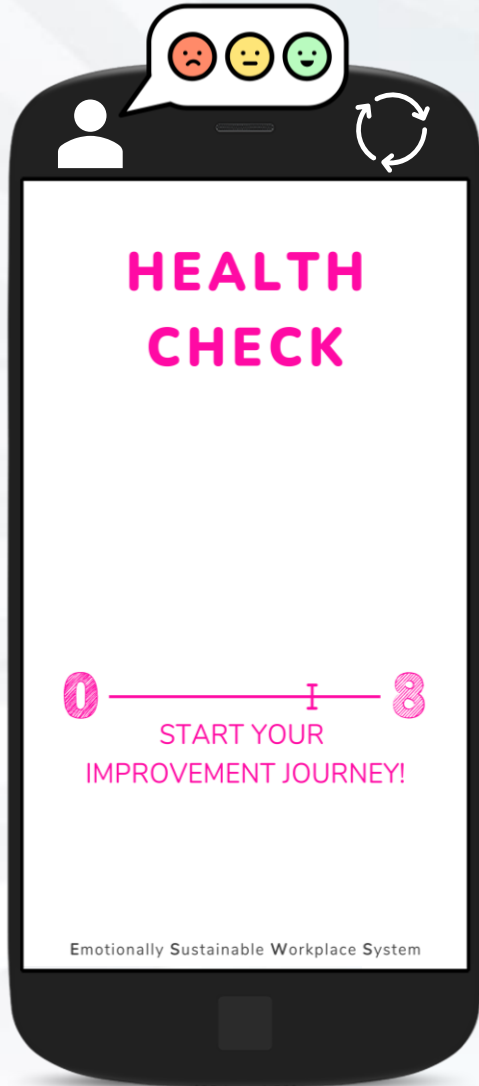


# Health Check

Make wellbeing sustainable!



# How?



## Health Check

### Mission

I know and understand what we are working for and towards

### Communication

Communication among team members and management are open and effective

### Process

Our way of working and processes are clear for me and suitable to reach our goals

### Productivity

I am proud of our productivity and the value we deliver as a team



### Fun

I am enthusiastic and I have fun working in my team

### Content

I am satisfied with the complexity and content of my work

### Support

I always receive support and useful help when I ask for it

### Workload

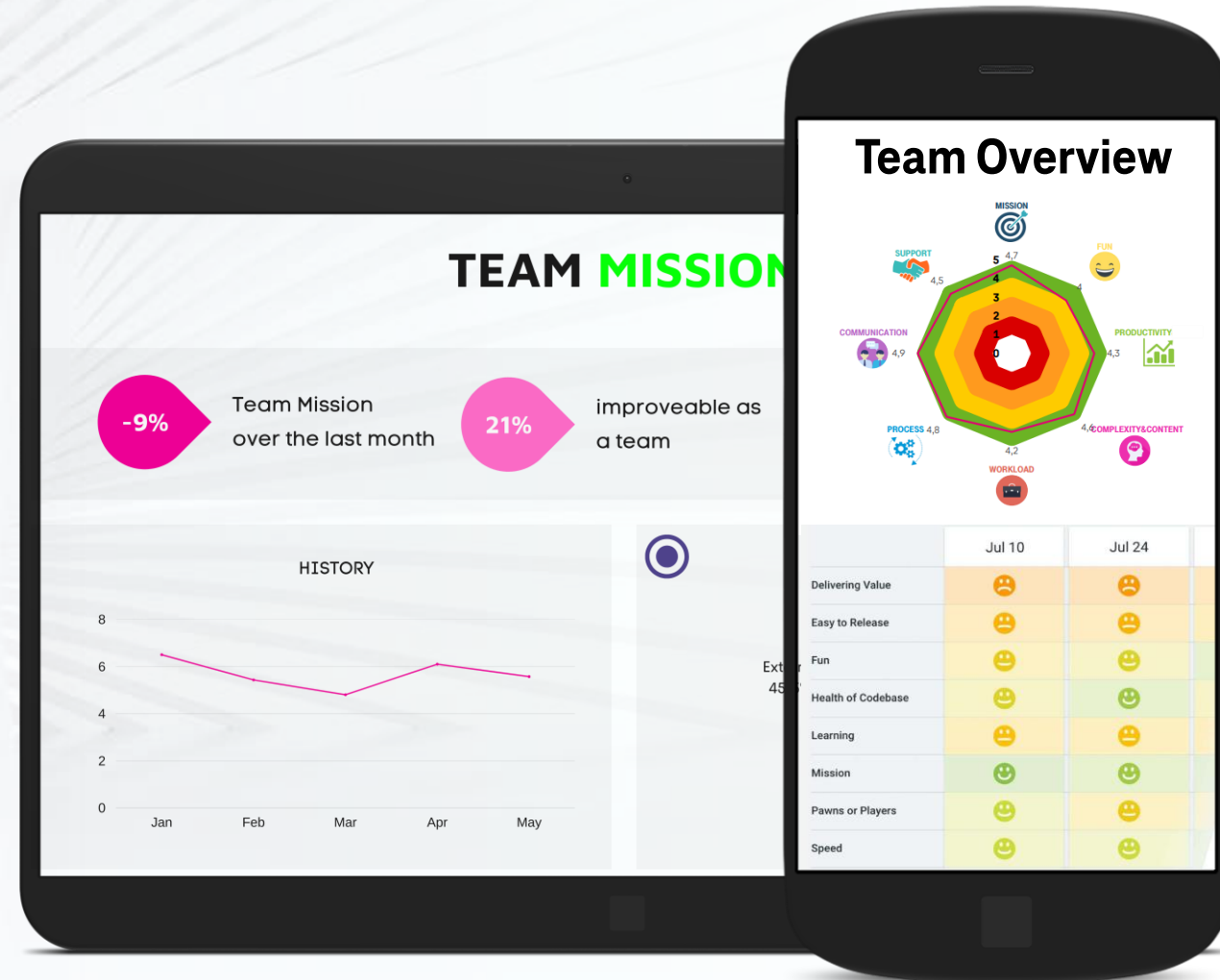
My current workload allows me to work effectively without too much stress for a long time

## Feedback

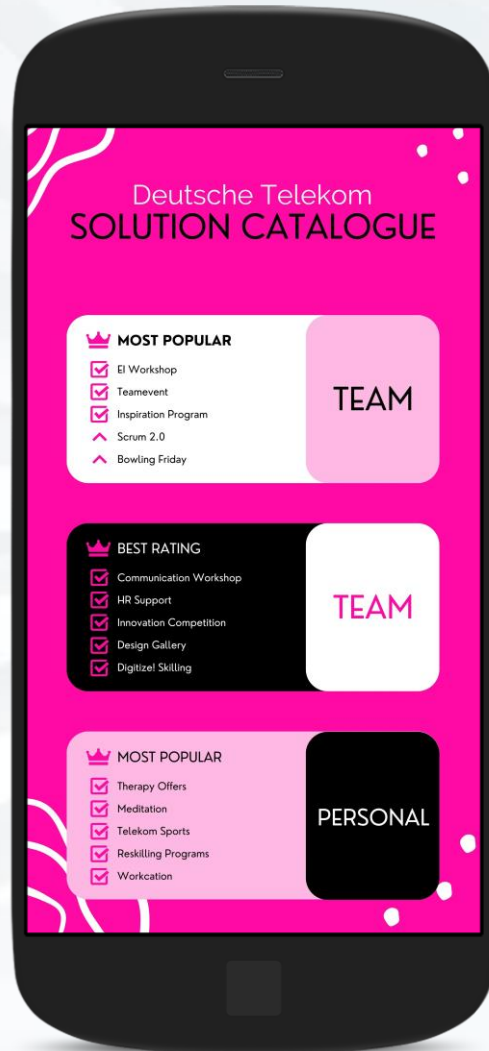


makes it clear how actions and behaviors that the learner has power over closes the gap between current and desired performance.

“Feedback is an essential part of our corporate culture.”  
#myturn



# The feedback system



**Personal:** Private Data → Private Solutions

Example Private Solutions: Workcation, Business Therapy, Reskilling, ...



**Team:** Health Check Meetings → Internal Solutions

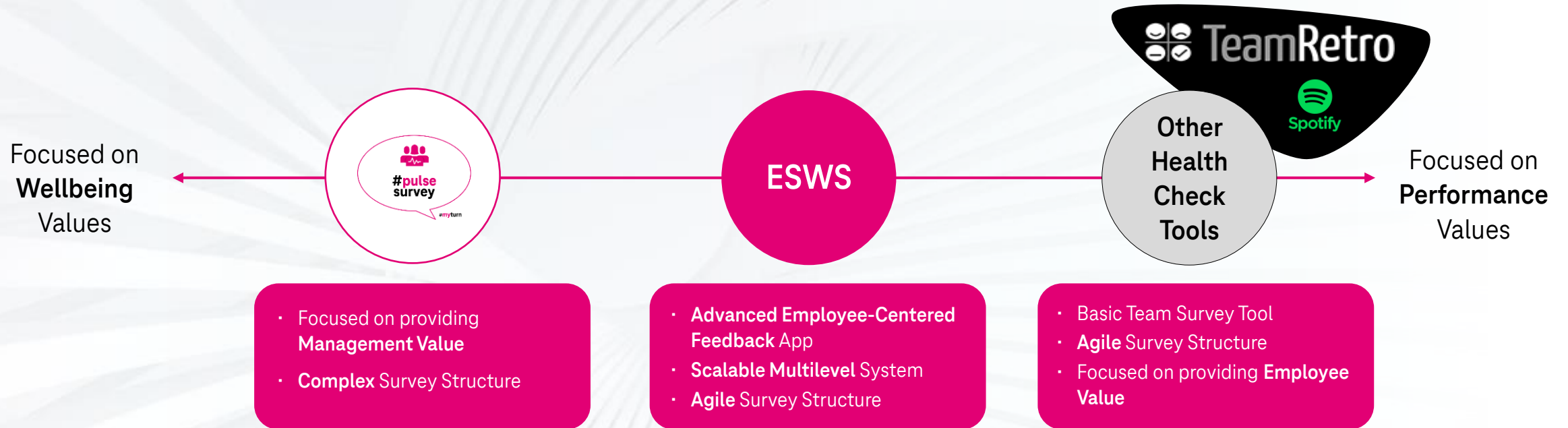
Example Internal Solutions: Workshops, Process Restructuring, Application Management, Upskilling, ...



**Management:** Solution Management → Conflict Management

Advertising the most important and popular private & internal Solutions

# Market analysis





# ESWS – Added Value

The applicable solution for an optimized workplace

## 01 Accelerating Performance

This tool gives a voice to all employees and simplifies economic growth & positive change.



## 03 Connecting solutions with people

Thanks to transparent analytics we can suggest fitting solutions to employees' problems, while adapting the number of necessary solutions to the demand of employees.



## Improving Health, EI and well-being 02

Relevant visualized feedback raises awareness while we close the gaps by improving as a team or individual.



## Employees 04

Supporting people. Driving performance. Our Group Strategy.

1. Support our employees through crisis situations.
2. Evolve our culture and design new working environments.
3. Continue the transformation of our workspace.

**3 minutes for 35  
Million Euros**



1% Improved Wellbeing Culture  
≙ 160 – 250 M € (global 2021 DT)

1% Higher Employee Engagement  
≙ 75 – 160 M € (global 2021 DT)



**Brand Development**



**Employee Productivity**



**Absence Rate**



# Leveraged employee data as a system

**What do you need to implement this system?**

Health Check  
Power-Application

Agile Pilot Unit

System Manager



**“ Shift the focus of attention. After all, it is our employees who make all the difference ”**

Telekom Management Report 2021

# Contact

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