

***WORKPLACE OF THE FUTURE***  
***HR DRIVING INNOVATION AND CHANGE AT MERCEDES-BENZ***

Mercedes-Benz  
The best or nothing.





***WE ARE  
MERCEDS-BENZ***









***BUT, WHY***  
***CHANGE?***

***CHANGE  
DOES NOT  
WAIT!***



**CONNECTIVITY EQ**

**AUTONOMOUS DRIVING**  
**INTERNET OF THINGS**

**SHARED & SERVICES**  
**ELECTRIC CARS**



***LEADERSHIP2020***  
***CHANGE IN PROGRESS***

**CHAN  
GAME**

LEAD



***WHAT***  
***IS LEADERSHIP 2020***  
***ALL ABOUT?***

# ***CULTURAL CHANGE***





***OUR  
SECRET  
INGREDIENT...***



*OUR  
PEOPLE*

***HOW***

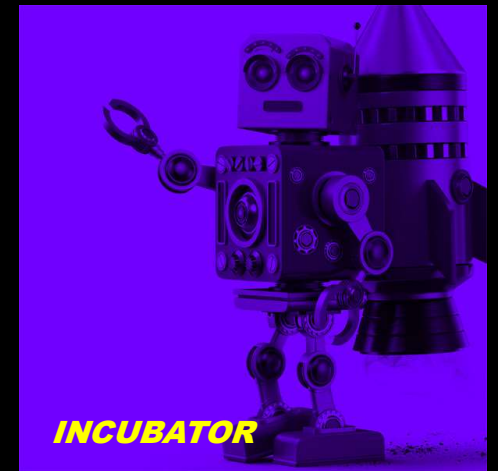
***DO WE DO IT?***



# ***LEADERSHIP*** ***PRINCIPLES***



**8** ***GAME  
CHANGERS***



# ***Digital Transformation Initiatives***

- Digital Leadership
- Enablement
- Collaboration





**SEVERANCE PACKAGE QUOTE  
ELECTRONICALLY SUBMITTED**



**TALENT PIPELINE  
ELECTRONIC  
SIGNATURE PROCESS**

**SALARY PROPOSALS  
ELECTRONICALLY  
SIGNED**



**EAS ELECTRONIC  
APPLICATION PROCESS**

**SALARY INCREASE  
LETTERS -  
ELECTRONICALLY  
SUBMITTED**



**REWARDS &  
RECOGNITION  
DISPLAYED ON  
DIGITAL BOARDS**

**PASSIVE LEAVE  
APPROVAL**



**ELECTRONIC EXIT  
INTERVIEW  
QUESTIONNAIRE**

**REMOVAL OF  
STAND-INS**



**LONG SERVICE  
AWARD LETTERS -  
AUTOMATED E-MAIL**



**CHANGE OF STATUS  
AUTOMATIC E-MAIL**

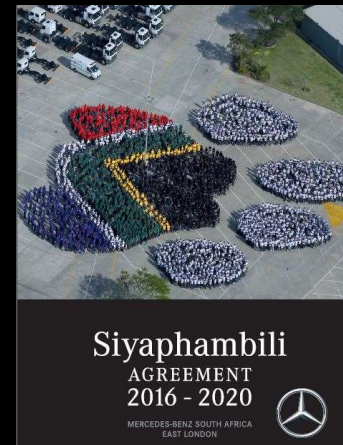
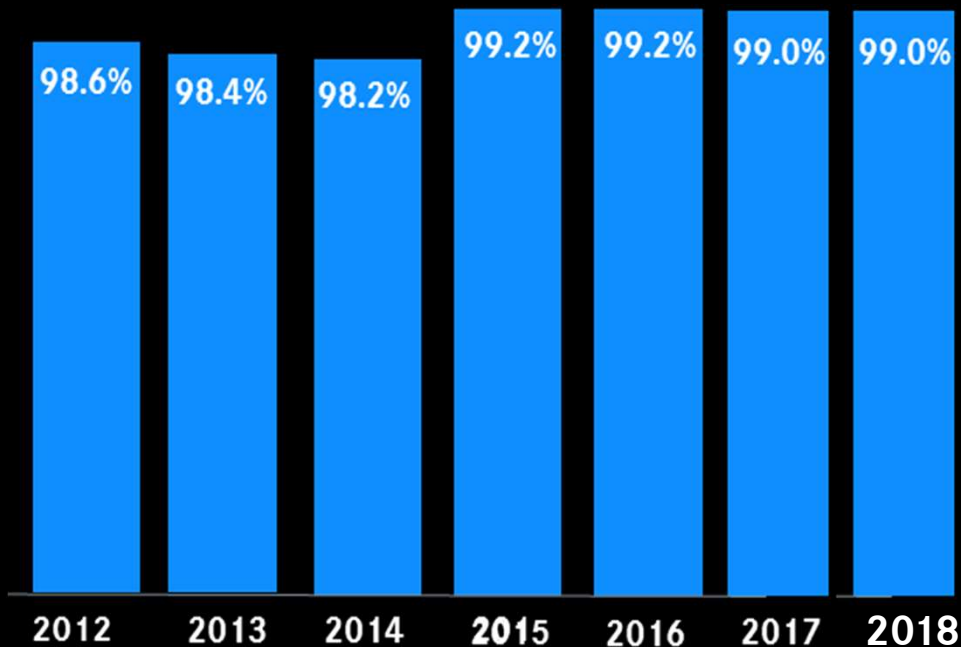


**DEVIATION  
REQUEST FORM  
ELECTRONIC**

## **DIGITALISATION of HR**

# CONTINUOUS IMPROVEMENT AND COMMITMENT FROM THE WORKFORCE

## Hourly Paid Attendance Rate



99.2%

Plant level agreement that builds on and/or amends the NBF Agreement and the Recognition Agreement to give effect to plant specific needs

- Supports the relationship between the company and the unions/shop stewards
- Roles and responsibilities, training and development of shop stewards
- Work Organisation Principles e.g. work/shift model, contractors, production calendar, short time fund etc.
- Performance Based Reward (PBR)
- People Management
- Social Investment





# *INNOVATING CHANGE*

***THE***  
***IMPACT?***



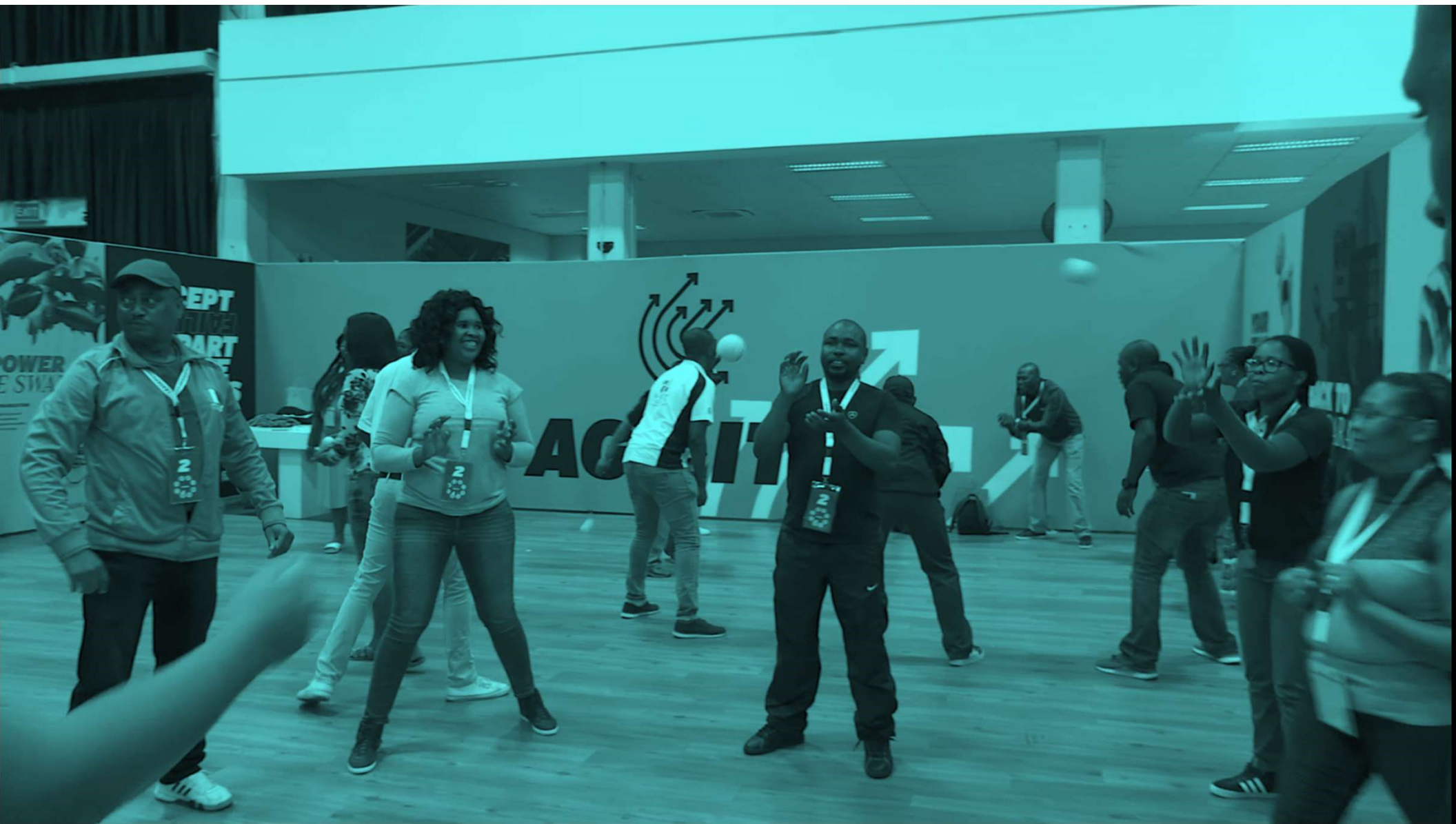


***TRUST***

***AGILITY***

***CO-CREATION***













# MY PLEDGE TO THE BEST OR NOTHING!

Following the team day at Imbizo, East London, January 2018  
I, \_\_\_\_\_, pledge to contribute to the future success of  
Mercedes-Benz East London Team and I commit that from this day forward  
I will: \_\_\_\_\_

I am committed to fulfilling my pledge to Mercedes-Benz South Africa. I am  
confident that when I read my pledge at a later time, I will be able to say, with great  
pride, that I have lived my promise to uphold our core values of passion, respect,  
integrity and discipline while embodying the spirit of *Leads the Way*.

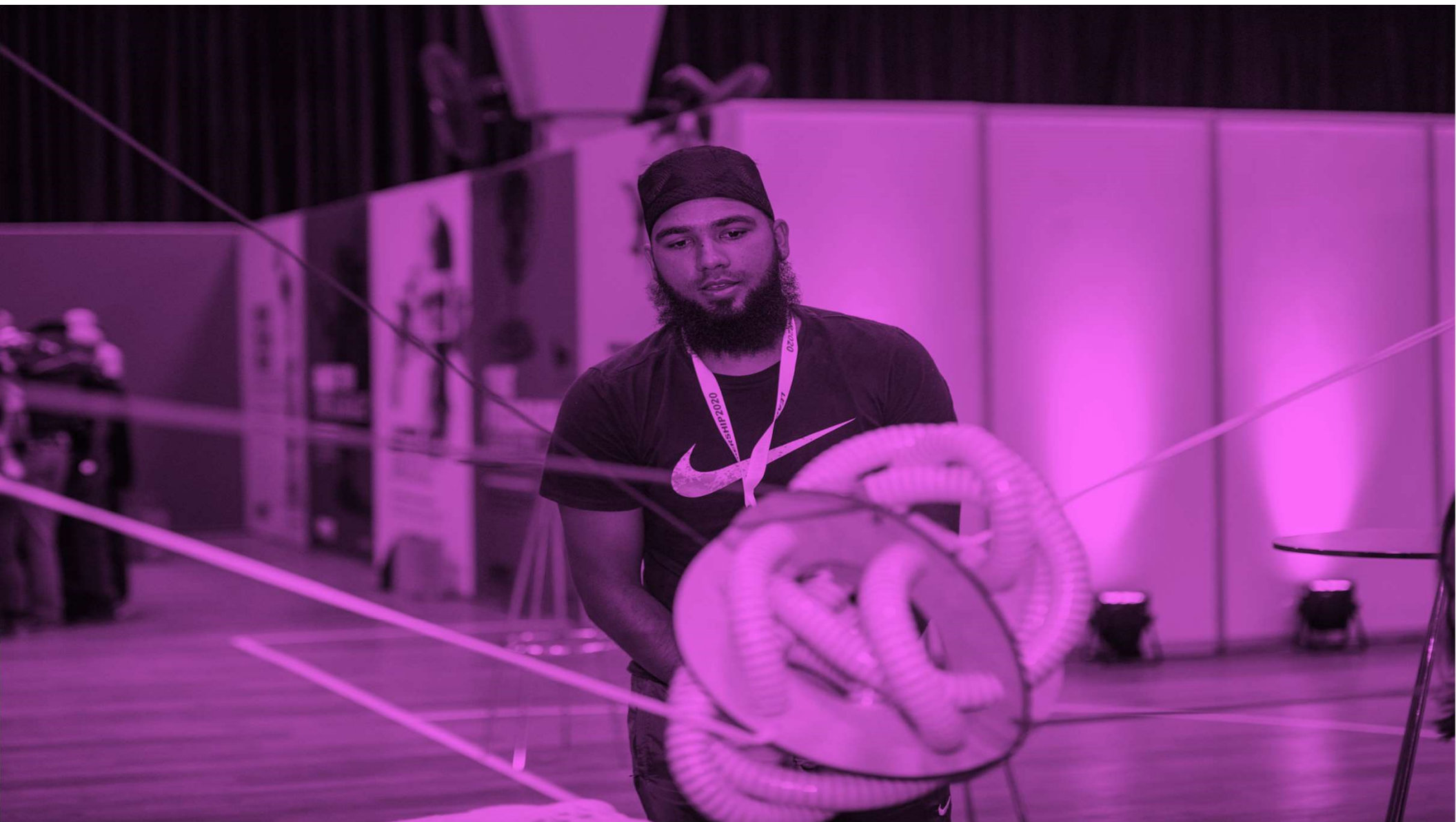
Mercedes-Benz











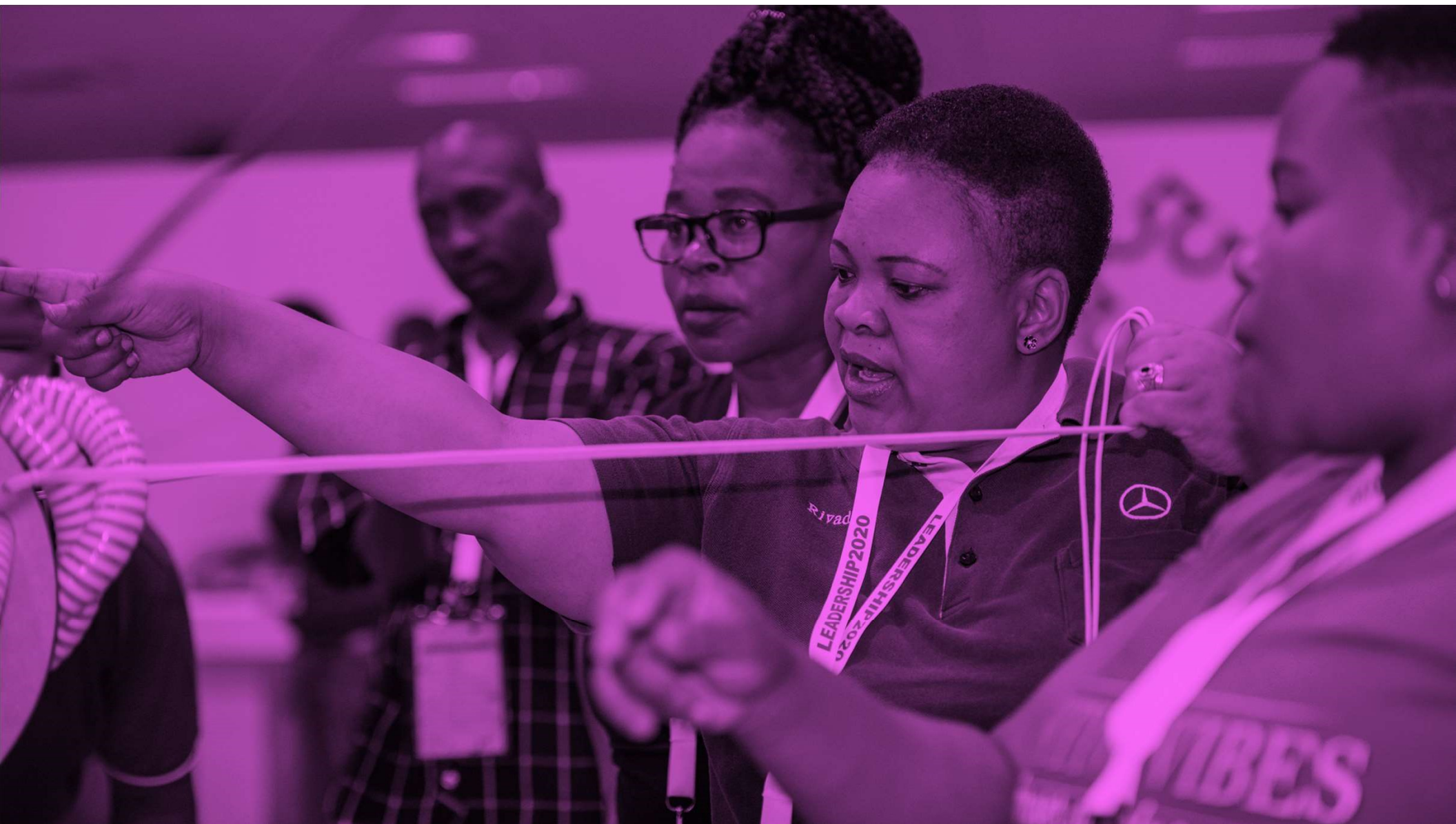
















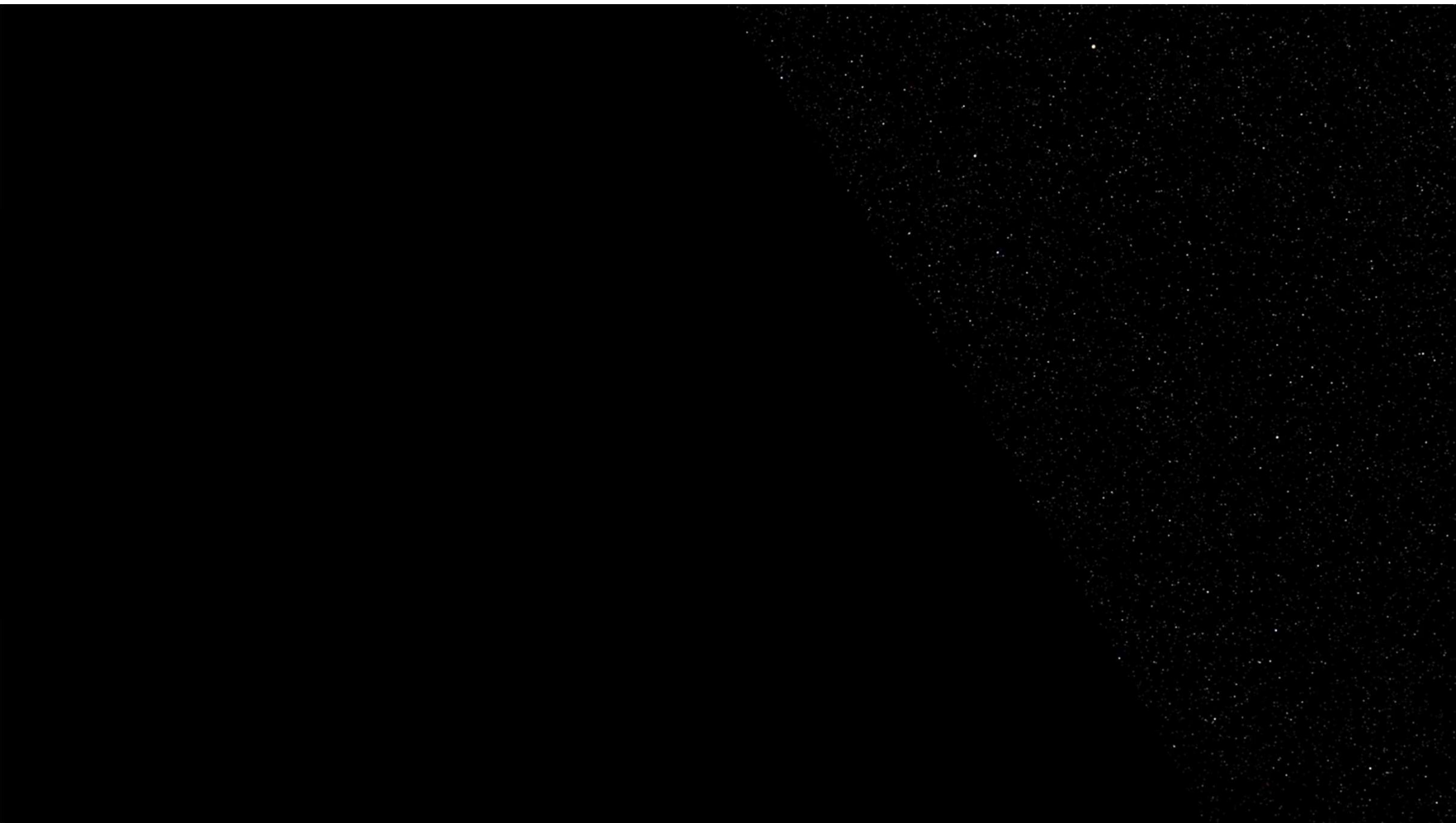














# **CHANGE INSANE**

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**LEADERSHIP 2020**

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