

Customer Snapshot



# Schneider Electric Builds a Bridge to Global Alignment with Betterworks



## Size

150,000-200,000  
employees

## Industry

Electrical Equipment

## About

Schneider Electric is the global leader in sustainable energy management and industrial automation. The company specializes in electricity distribution, automation management and the production of installation components for energy management. At the core of company strategy is sustainability, and the company is focused on developing technologies and integrated solutions to make energy safe, reliable, efficient, productive and green.

## Business Challenges

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- Aligning 185,000 people across businesses in 160 countries with common goals and vision proved challenging
- The leadership wanted a new platform and approach to help the company execute strategy for transformations and corporate objectives
- Different attempts at aligning vision and goals, including Excel spreadsheets and PowerPoint docs, meant employees had no cohesive view of what the company was trying to achieve and how they'd get there

## Why Betterworks

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Schneider Electric is a large, multinational company with a mix of different cultures and industries that have combined to form the 180-year-old company. As such, it tends to be very traditional in how it leads and manages its workforce. But the company faced a variety of challenges, and paramount among them was trying to bridge the gap between strategy and execution.

After trying a variety of techniques to improve employee and corporate communication and alignment, Schneider Electric chose OKRs and Betterworks because the methodology and the platform simply “made sense for us as a way to align and better deploy our goals,” says Aurelie Richard, Senior VP of People Strategy.



*We are in 160 countries and we have 185,000 people. Getting those businesses, those people aligned into a common vision and common goals is a real challenge.*



**Aurelie Richard,**  
Senior VP of People  
Strategy

## Results



The cultural shift to complete openness of OKRs and performance throughout the organization is helping improve communication and awareness of work across groups.



Visibility of goals at all levels of the company helps every employee understand exactly how their work contributes to the organization's overall success.



Users love the transparency and alignment that Betterworks provides and they enjoy the fun, interactive nature of the platform as a contrast to their more formal, traditional corporate work environment.

## betterworks™

Betterworks™ aligns, develops and activates your workforce for business growth. Our easy-to-use, integrated software solution replaces outdated annual review processes with powerful Continuous Performance Management™ programs to help organizations ensure everyone is working on what matters most and are having the crucial conversations necessary to inspire and motivate their entire workforce to meet today's goals and tomorrow's challenges.

Learn more about ***Betterworks™***, and for more information about the latest HR strategies and best practices visit our ***[resources gallery](#)***.

