

- Gruppenarbeiten möglich wg. Covid ??
wenn, dann:
- Flipcharts für die Fragen vorbereiten
- Gruppen für Gruppenarbeit einteilen

roter Faden für den Teil „Herausforderungen“

Beginnen mit Vorlesen aus Buch von Martin Walker	Folie 3
Dann mit These/Frage in Diskussion gehen	Folie 4 (animiert)
ca. 5 min Diskussion	
Statement von Elie als Antwort erörtern	
Überleiten > kurz Agenda aufzeigen	Folie 6
Vorstellung Atos	Folien 7 - 11
Folien: „Slogan“ > „in a nutshell“ > weltweite Präsenz	
beenden mit Frage > welche Herausforderungen bei 100000 people?	Folie 12 (animiert)
So sehen wir es : → bis Folie 17	
Folie „transferring company“	Folie 15
> mehrere Dimensionen	
Folie Diversity > Gender > country > age etc	Folie 16
Folie Generations	Folie 17
beenden mit Frage > wie kann man integrieren?	Folie 18 (animiert)
So sehen wir es: → bis Folie 24	
> Trends, die wir sehen	
Folie „Systems“ + „People Trends“	Folie 19 - 23
Folie „Conclusion“	Folie 24
beenden mit Überleitung in Gruppenarbeit: ... Spezifische Verantwortung der Unis und Companies?	

FIT EUROPE

Future **IT** leaders for a multicultural, digital **Europe**.

**Big Data and
it's Ethical
Implications**



Trusted Partner for your Digital Journey

Atos



Do companies
have an ethical
responsibility ?

What do you
think ?



Atos



“In today’s world, business performance cannot be decoupled from environmental and social ambitions.”

Etie Girard
Chief Executive Officer, Atos



What to expect:

→ Lecture

- Atos – the digital services leader
- Atos – dealing with people challenges

➤ Team-work

→ Lecture

- Atos – reacting to people challenges

➤ Team-work



Atos – the Digital Services Leader



Trusted Partner for your Digital Journey

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Atos

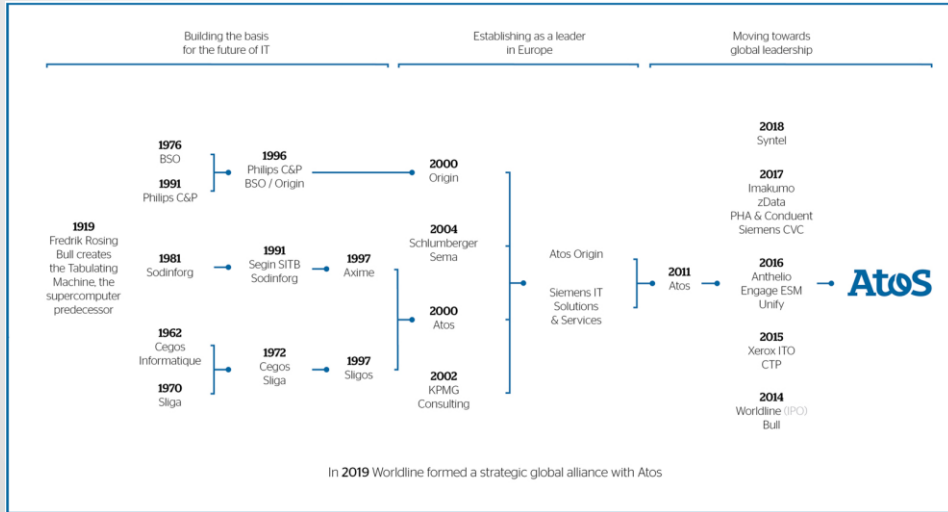
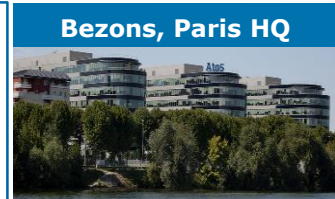
The leader in secure
& decarbonized digital

Atos – an European Company

wirklich präsentieren ??

The Purpose of Atos

The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.



€12bn
2019 Revenue

€1.2bn
2019 operating margin

€0.6bn
2019 free cash flow

59%
Great Place To Work
First quartile of the Industry

52,000
new Digital certifications in 2019
+27% vs 2018

R&D
c. €235m
per annum

20.97
tCO₂/m€ Revenue

Industry best in class
Divided by 2 since 2012



ATOS – TRUSTED PARTNER FOR YOUR DIGITAL JOURNEY

We are a **technology driven company**

- ▶ Strategic partnership with Google
- ▶ 250M€ R&D Investments
- ▶ Scientific & Expert Communities
- ▶ R&D Labs (e.g. AI with Google)

We are a **worldwide digital leader**

- ▶ 110,000 employees
- ▶ 73 countries
- #1 Breakthrough Partner of the year for Google Cloud
- #1 in Digital Workplace worldwide
- #1 in IoT & Cybersecurity in Europe

We **develop our employees**

- ▶ Excellent international career and promotion opportunities
- ▶ Graduate, Talent & Leadership Programs
- ▶ Fair performance management process
- ▶ Recognized as Industry leader for Talent and Expert retention



We are Atos



We are striving to be **the best workplace**

- ▶ Employee experience program
- ▶ Successful Group Diversity Program
- ▶ Accolade program to reward

We are a **trusted partner** for top customers

- ▶ Worldwide IT Partner for Olympic Games since 2001
- ▶ Siemens, Philips, Santander, J&J, European Space Agency, Aegon, Coca-Cola, ENEL, ...

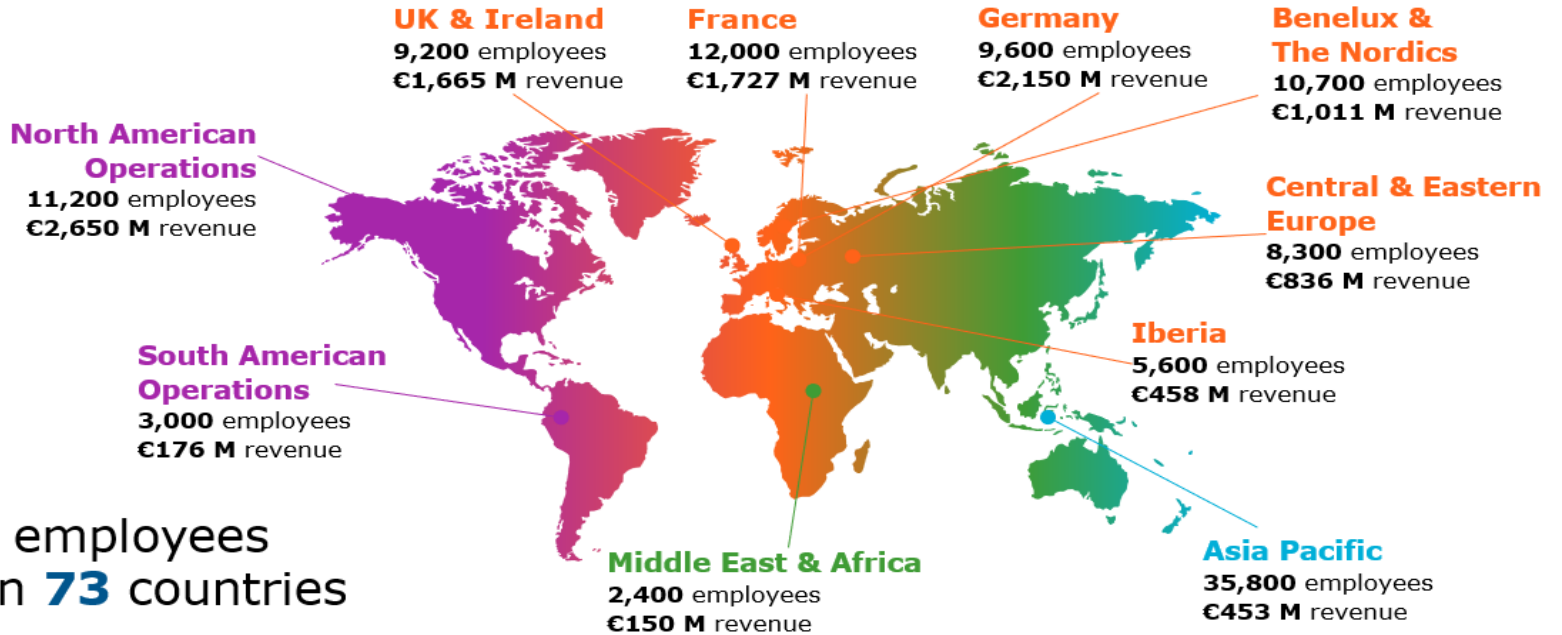
We are **industry leader** in CSR

- ▶ Ranked Nr. 1 by DJSI in our industry
- ▶ We are a carbon neutral company

We are **socially engaged**

- ▶ Bringing technology and innovation to society by educating and helping better integrate all communities and groups into the digital world

Atos today



110,000 employees
working in **73** countries

A diverse group of people is shown in a meeting or conference setting. In the foreground, a woman with dark curly hair, wearing a dark blue sleeveless top, is smiling and raising her right hand. Behind her, several other people are visible, including a man in a white shirt and red tie, a woman in a yellow shirt, and a man in a plaid shirt. The background is a brick wall.

Having more than
100000 people all over
the world,
what kind of
challenges does
it have ?
What do you
think ?

Atos

- dealing with people challenges



Trusted Partner for your Digital Journey

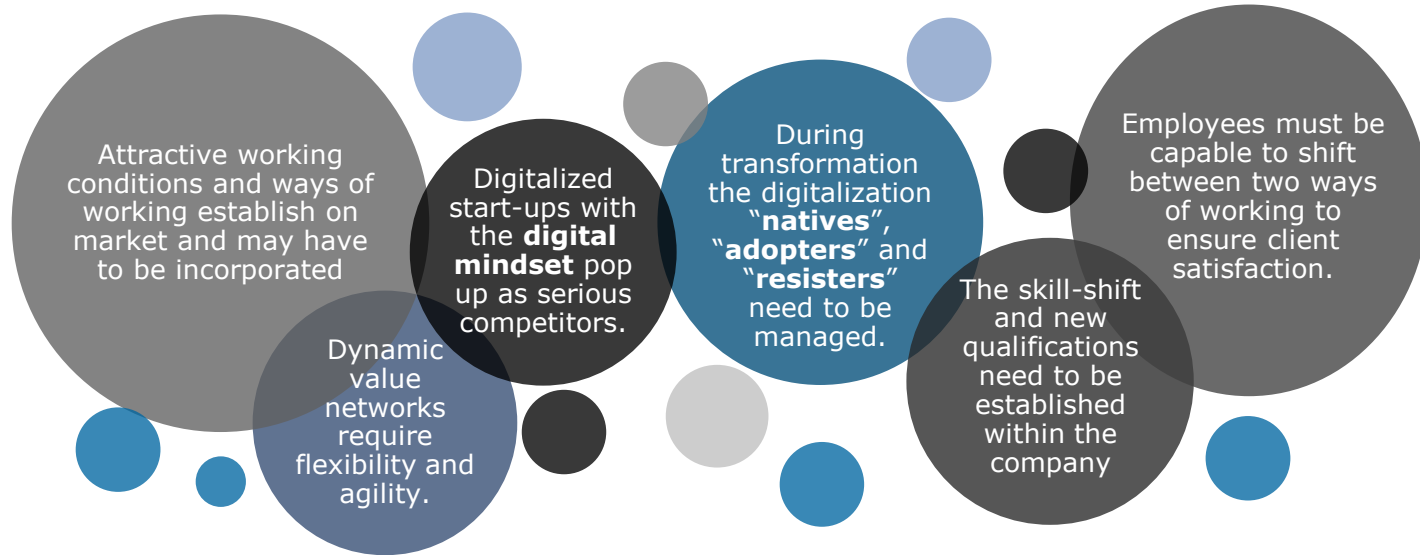
Atos

1

Challenges (in terms of many
diverse people)

A transforming company has to manage various internal and external challenges

- ▶ Long-standing companies need to transform themselves and hence undergo an extensive change.



- ▶ The employee remains an important contributor to the success of a company

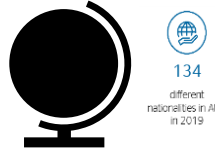
Diversity and Inclusion

A diverse workforce to perform better



Gender

e.g. increase woman in top-management, reduce salary gaps



Culture

e.g. working in international teams



Accessibility e.g. policy for IT-tools



Generations

4 generations with different needs are challenging employers and managers



Appreciate autonomy. Strictly separate working life and private matters.
Generation X



GenZ will be our future employees.
Generation Z

Babyboomer

Appreciate traditional, proven mode of operation. More critical towards new technologies.



Generation Y

Appreciate sense of meaning of their work. Technically adept.



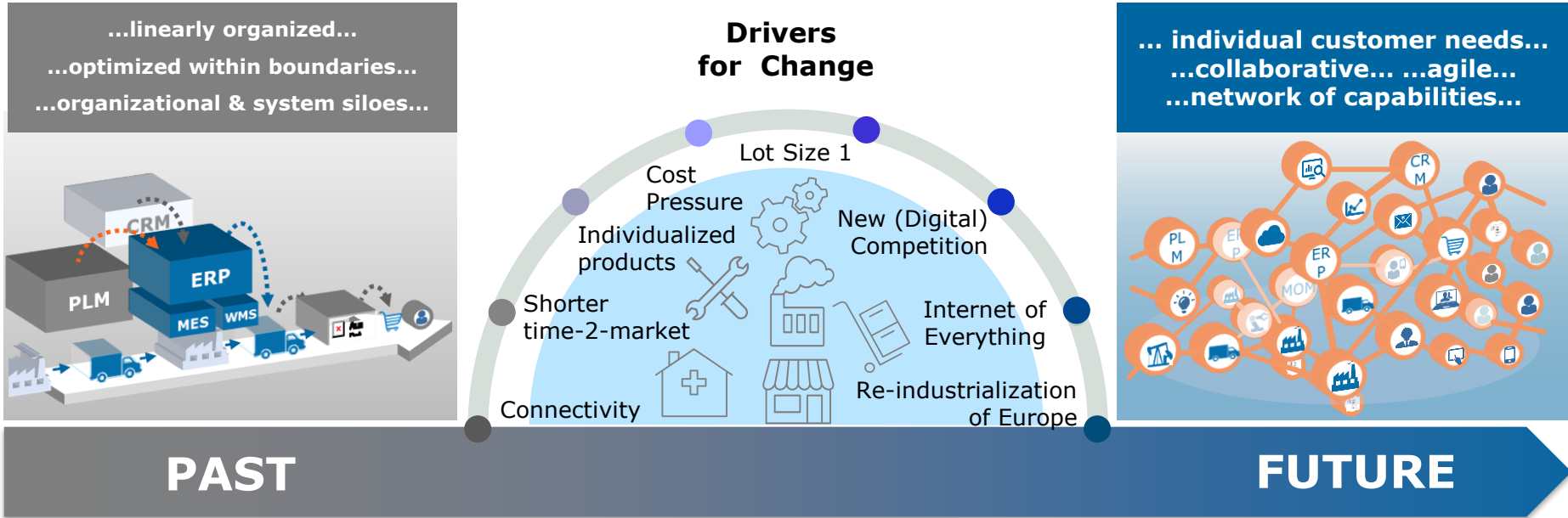


Any Ideas ?
What can we do
to integrate
different people
as much as
possible?

2

Challenges (in terms of
shaping the future)

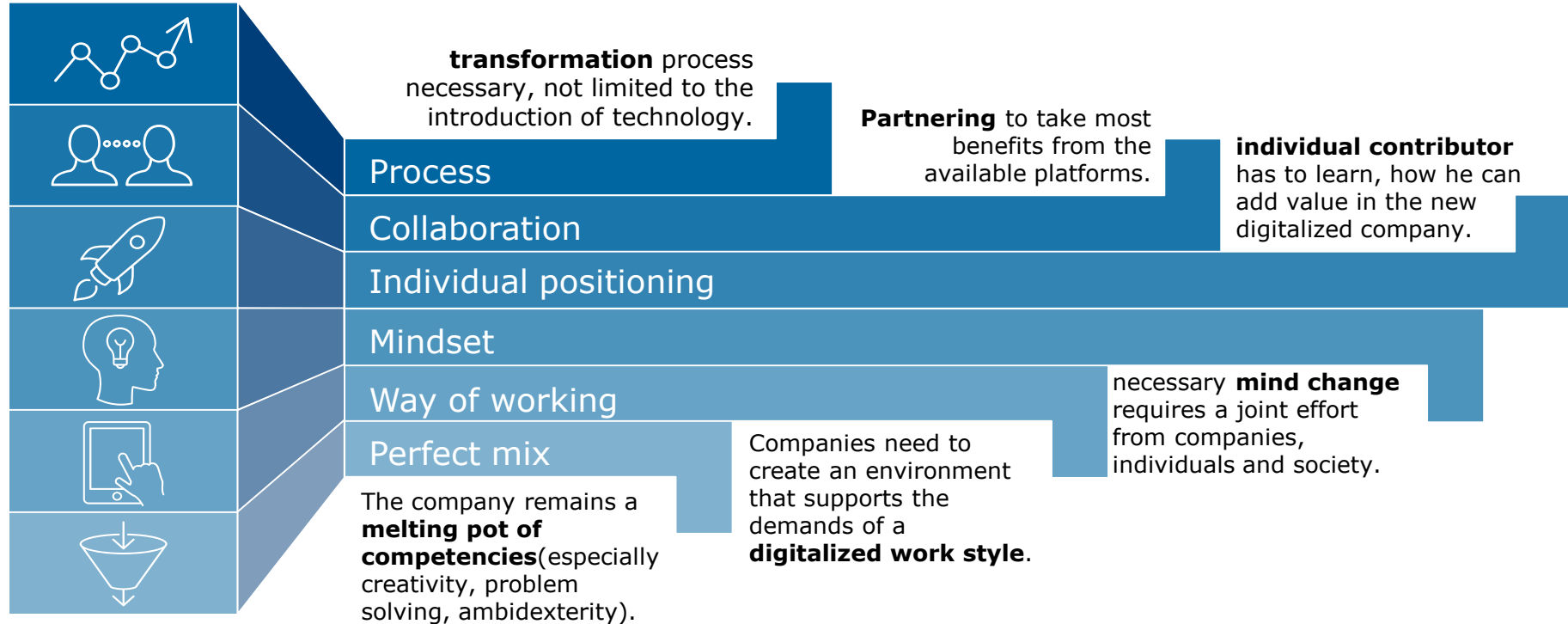
The world is changing, from single, siloed systems and organizations to networks of capabilities



Adapt or Fail



The digital transformation has a huge impact on the human factor



Enabling the individual contributor remains one of the key success factors for a sustainable digital transformation

The Digital Journey with three dimensions

- Chance and future-oriented **mindset** to overcome the path dependency
- Extend collaboration and **digital competencies** (e.g. virtual communities)
- Strengthen **digital leadership**
- Manage the **valley of despairs** during the transformation
- Establish **attractive working environments**
- Develop a **change DNA** in the organization



Organizational

- Redefine **regulations** to allow appropriate, **working models**
- Strengthen **meta competencies** of experts



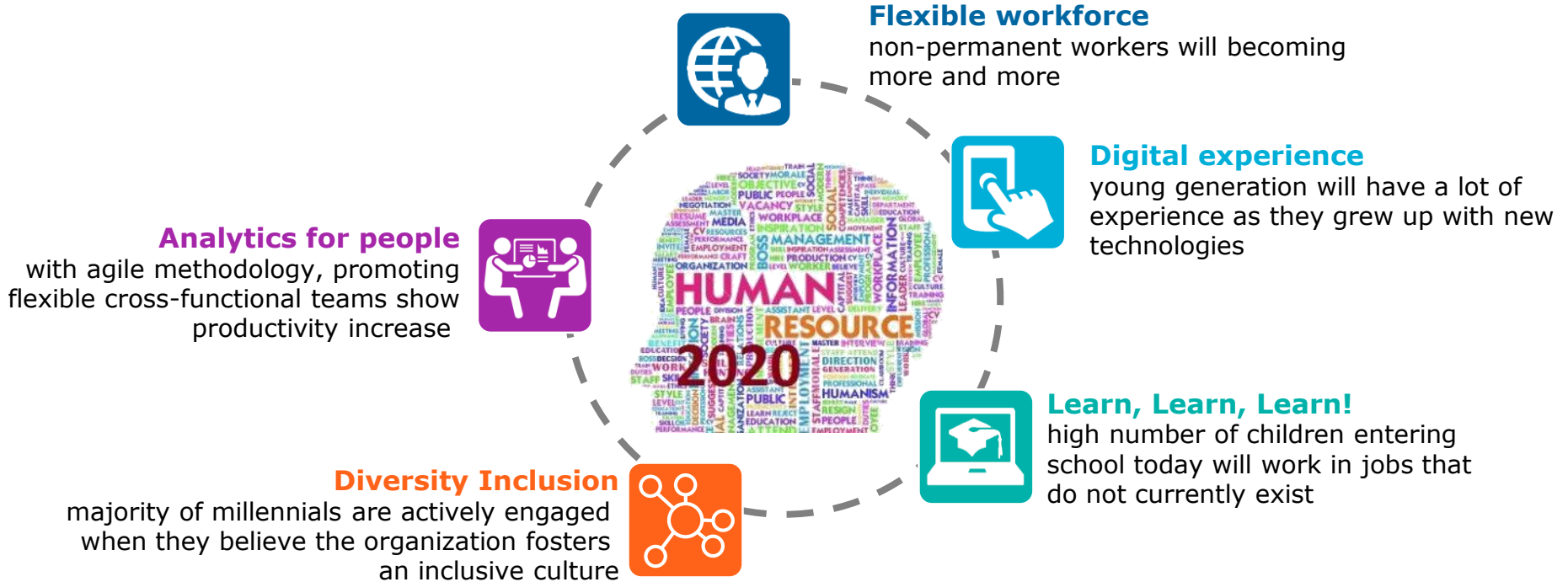
External

Individual



- Develop a **learning agility** to keep pace with the developments
- Foster the **ability to solve problems** through creativity
- Encourage employees to **take risks** and extend their comfort zone

Foreseeable people trends we know



Conclusion

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It's a challenge, it's not purely IT, it's not only bits and bytes

.... it's also about people !



Time to discuss within your group...

Together
Everyone
Achieves
More

Is there a specific responsibility of the IT-industry and universities in the context of digital transformation ?



Time to discuss within your group...

T
E
A
M

ogether
veryone
chieves
ore



discuss in
groups



prepare
presentation



present to
audience

Total:
45 min



Thank you very much

