

Best Global Wellbeing Programme

THIS CAN
GLOBAL AWARDS
2025

HAPPEN.

in association with
A&O SHEARMAN

Winner // SCHAEFFLER X AWARIS

This award recognises outstanding global initiatives that have been activated locally to enhance employee wellbeing.

In 2024, Vitesco Technologies – a global leader in sustainable mobility with 35,000 employees across EMEA, APAC, and the Americas – faced a period of profound transition. Alongside market pressures and heavy workloads, the company was navigating its acquisition by Schaeffler, resulting in widespread change fatigue and fragmented teams. Recognising the urgent need to strengthen connection and resilience, the Global Health & Wellbeing team partnered with Awaris to create the Resilience Academy – a flexible, inclusive programme designed to support every employee, across time zones, languages, and hierarchies.

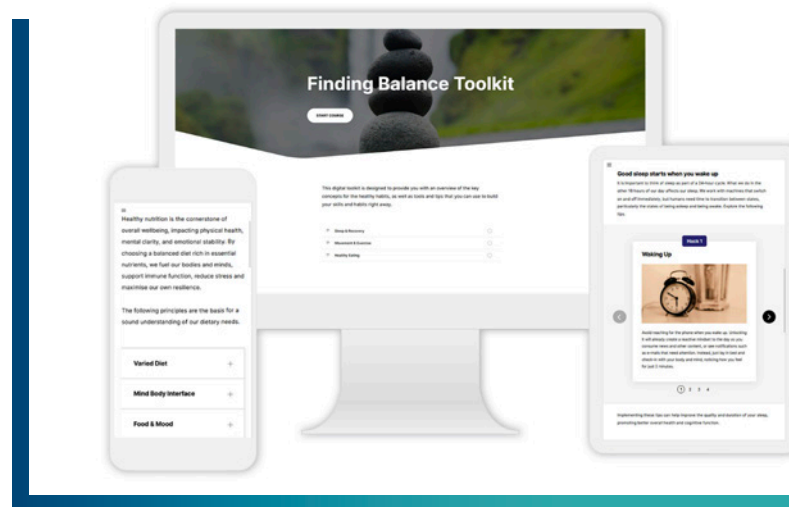
A Flexible, Science-Based Learning Journey

Delivered over nine months, the Resilience Academy offered a fully accessible, evidence-based resilience framework open to all employees.

The beauty of the Academy is how simply it delivers an advanced, evidence-based framework.

Participants began with a confidential resilience screening that guided them towards personalised, interest-led workshops and digital content.

Sessions were structured around four core themes: Find Balance, Know Your Mind, Empower Yourself, and Create Connection – blending neuroscience and behavioural science into practical tools. Offered live and online in multiple time zones and languages, the programme's flexibility drove strong global participation and helped establish a shared, human-centred language around resilience across the organisation.



An insight into the digital content provided throughout the programme

Results & Impact

The initiative achieved exceptional global engagement, with 1,200 employees participating, 77% attending multiple sessions, and an average satisfaction score of 9.3/10. 94% of participants found the content relevant to their work, and measurable improvements followed – including a 33% reduction in elevated stress levels and over 90% reporting greater understanding and confidence in using resilience skills.

The Resilience Academy also sparked deeper cultural change, encouraging authentic dialogue and connection

that transcended hierarchies and geographies. As Global Health & Wellbeing Manager Quirin Zieglmeier reflected, "It's developed deeper connections that go beyond hierarchy and geography – it gave us a sense of coming together."

Building on this success, the Resilience Academy will be scaled across the wider Schaeffler Group in 2026, reaching 120,000 employees and embedding resilience as a cornerstone of global wellbeing. ■

Judges' comments

- + A thoughtful, evidence-based programme that successfully combines personalisation with global reach.
- + Impressive measurable outcomes.

SHORTLISTED

- Canadian Broadcasting Corporation x CiC
- Experian