

Case Study

Siemens: Building a Proactive Approach to Workplace Wellbeing

Siemens is a global technology company headquartered in Germany, founded in 1847. It operates across sectors such as industry, energy, mobility, and healthcare, providing solutions in automation, digitalization, smart infrastructure, rail systems, and medical technology. Siemens is known for combining engineering expertise with software and innovation to support efficiency, sustainability, and long-term development across public and private sectors worldwide.

The Challenge

Recognizing the need for employee wellbeing in a shifting work environment

During ongoing reviews of its people and benefits strategy, Siemens observed a growing focus across organizations on structured support for employee mental wellbeing. With a long-standing emphasis on safety, care, and performance, the company acknowledged that traditional benefits alone were no longer sufficient to meet the realities of modern work.

Changes accelerated in recent years, including hybrid work, increased workloads, and heightened uncertainty, highlighted the need for more proactive, accessible, and context-relevant wellbeing support. This realization led Siemens to explore solutions that align more closely with the evolving needs of its workforce and support employees in a sustainable and meaningful way.



The Solution

Providing structured and accessible mental wellbeing support through practical interventions

To respond to the identified need for stronger mental wellbeing support, Siemens partnered with Labayh Business to deliver targeted, people-focused interventions. Rather than relying on a single reactive support mechanism, the approach focused on building skills, awareness, and resilience across the workforce.

Labayh Business delivered a series of interactive wellbeing workshops alongside individual coaching sessions. These interventions addressed everyday work pressures, leadership practices, stress management, and personal wellbeing needs. The combination of workshops and coaching allowed employees to access support at different levels, whether through shared learning spaces or more personalized guidance, creating continuous and relevant support that aligns with the realities of modern work.

For employees

- Practical wellbeing workshops focused on everyday work pressures, stress management, and work-life balance
- One-to-one and group coaching sessions offering confidential, personalized support
- Access to qualified coaches with experience in organizational and psychological wellbeing
- Flexible delivery formats, including online and in-person sessions, suitable for different schedules and locations
- Ongoing skill-building that supports both personal wellbeing and professional effectiveness



For management

- Aggregated, anonymized feedback and insights shared through structured post-engagement reports
- Evidence-informed input from Labayh Business to guide decision-making and future wellbeing planning
- Clear visibility into key themes affecting employee wellbeing, engagement, and pressure points
- Support for managers through dedicated sessions focused on leading with care and awareness
- Alignment with existing people, HR, and wellbeing initiatives



Impact & Results

Strong engagement driven by active internal support

With strong backing from **Siemens** and close coordination with **Labayh Business**, employee engagement with the wellbeing initiative exceeded expectations. Siemens' people team actively promoted the workshops and coaching offerings, encouraging participation across teams and roles.

This structured engagement resulted in a **4.9/5 satisfaction rate**, reflecting high perceived value and relevance of the sessions. In total, **58 coaching and wellbeing sessions were booked**, with an **average session length of 45 minutes**, indicating meaningful depth of discussion rather than brief or surface-level interaction. These outcomes highlight sustained employee interest and trust in the wellbeing support provided.



58 sessions were booked and completed



Most-used service:
Psychological counselling



Average session length: 45 minutes

Our partnership with Labayh has delivered exceptional results, with employee utilization of EAP consultation sessions increasing 30-fold. The seamless user experience and comprehensive mental health offerings have empowered our employees to prioritize their mental wellbeing and allow them to confidently seek the wellbeing guidance they need—transforming how we support our people and directly contributing to a healthier and more engaged workforce."

- **Siemens Group**

Snapshot of Results



After less than a year:
4.9/5 satisfaction rating
58 sessions completed



45 minutes
Average session length

Partner with leading organizations that trust Labayh Business to strengthen employee wellbeing and create healthier, more engaged workplaces.

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Labayh Business



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