



# Familienfreundlichkeit und Lebensphasenorientierung: Wie die Microsoft Kultur den Unterschied macht

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GM Small- Medium- and Corporate Business

Mitglied der Geschäftsleitung



# Unser Team



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# Microsoft Unterstützungsangebote

## Familien:

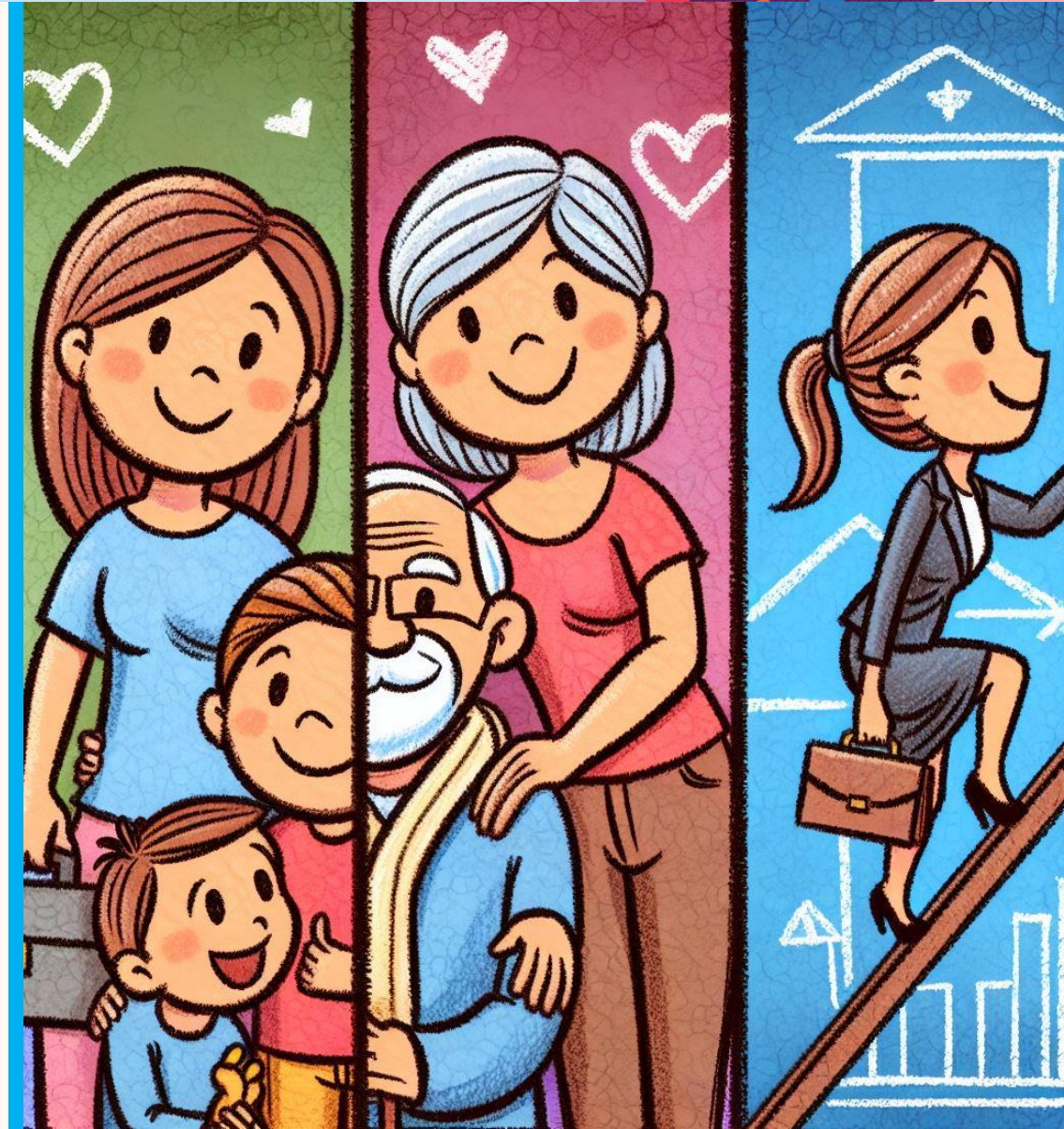
z.B. Maven Programm, Family Leave Benefits-Programm (Vaterschafts- und Adoptivelternurlaub bis zu 6 Wochen, Geburtsprämie für Mütter), Teilzeit, Technologie

## Pflege:

z.B. 4 Wochen Sonderurlaub, Maven Programm (z.B. Pflegeberatung), Employee Resource Group Families

## Karriere:

z.B. Strategies4Success, Sabbatical, Personal Development, Talent planning



# Microsoft Kultur

## Growth Mindset



Be self-aware



Focus on progress over time



Be willing to experiment



Choose the right words



Learn from others

### Cultural Attributes

#### Customer Obsessed

Approach customers with empathy  
Advocate for customer  
Drive customer success

#### Diverse and Inclusive

Practice awareness  
Exercise curiosity  
Demonstrate courage

#### One Microsoft

Optimize for Microsoft  
Build on and contribute to success of others  
Look for common ground

### Microsoft Values

#### Respect

Value others and their ideas  
Demonstrate empathy and compassion  
Treat people with decency and dignity

#### Integrity

Speak the truth  
Do the right thing  
Keep commitments

#### Accountability

Accept responsibility  
Own problems and crises  
Take action

### Leadership Principles

#### Create Clarity

Synthesize the complex  
Ensure shared understanding  
Define course of actions

#### Generate Energy

Inspire optimism, creativity, and growth  
Create an environment where everyone does their best work  
Build teams that are stronger tomorrow than today

#### Deliver Success

Drive Innovation that people love  
Be boundary-less in seeking solution  
Tenaciously pursue the right outcomes

### Manager Expectations

#### Model

Live our culture  
Embody our values  
Practice our leadership principles

#### Coach

Define team objectives and outcomes  
Enable access across boundaries  
Help the team adapt and learn

#### Care

Attract and retain great people  
Know each individual's capabilities and aspirations  
Invest in the growth of others



**Our culture is a leading indicator of our success. We will only be able to achieve our mission if we live our culture.”**

**– Satya Nadella**

