



SCHAEFFLER CASE STUDY

BUILDING A CULTURE OF RESILIENCE THROUGH A MERGER

In 2024, Awaris worked with the then Vitesco Technologies company to support their staff through an acquisition with Schaeffler. Through an extensive partnership collaboration, Awaris developed a customised Resilience Academy, offered to all 35,000 staff. More than just a learning journey, it has served as a catalyst for the building of an internal movement within the organisation, providing a shared language around employee resilience, health and wellbeing and breaking down geographical and hierarchical boundaries.

CONTEXT & CHALLENGE

Vitesco Technologies, now a part of Schaeffler, was known for being a dynamic and thriving technology enterprise. In 2024 they were entering into an acquisition process with Schaeffler.

Having gone through a previous period of rapid growth, and facing the broader rising uncertainty within the industry, Vitesco staff were already experiencing significant workloads and some change fatigue. Unsurprisingly, the employee engagement data pointed to increasing risks which the Health & Wellbeing team recognised could impact mental health. On top of this, Leadership knew that the acquisition process would undoubtedly add further levels stress and uncertainty.

Having previously worked with Awaris to offer training interventions across the business, Vitesco approached them with a new type of challenge: Could Awaris create a learning journey at scale, designed to be offered to every staff member, across various time zones and languages, in a way that was data driven, accessible, flexible, and unifying? What might that look like?

Through an extensive collaborative partnership, the Resilience Academy was born.

RESILIENCE ACADEMY AT A GLANCE

Population	1100
Style	Self-service + Blended
Languages	English & German
Regions	APAC, EMEA, AMER
No. Workshops	40
Resilience Skills	12



THE SOLUTION

Together we created the Resilience Academy designed to be accessible to all staff, at all levels with the skills needed to cultivate resilience. It lasted 9 months, with over 1000 Vitesco employees taking part across all levels and multiple regions.

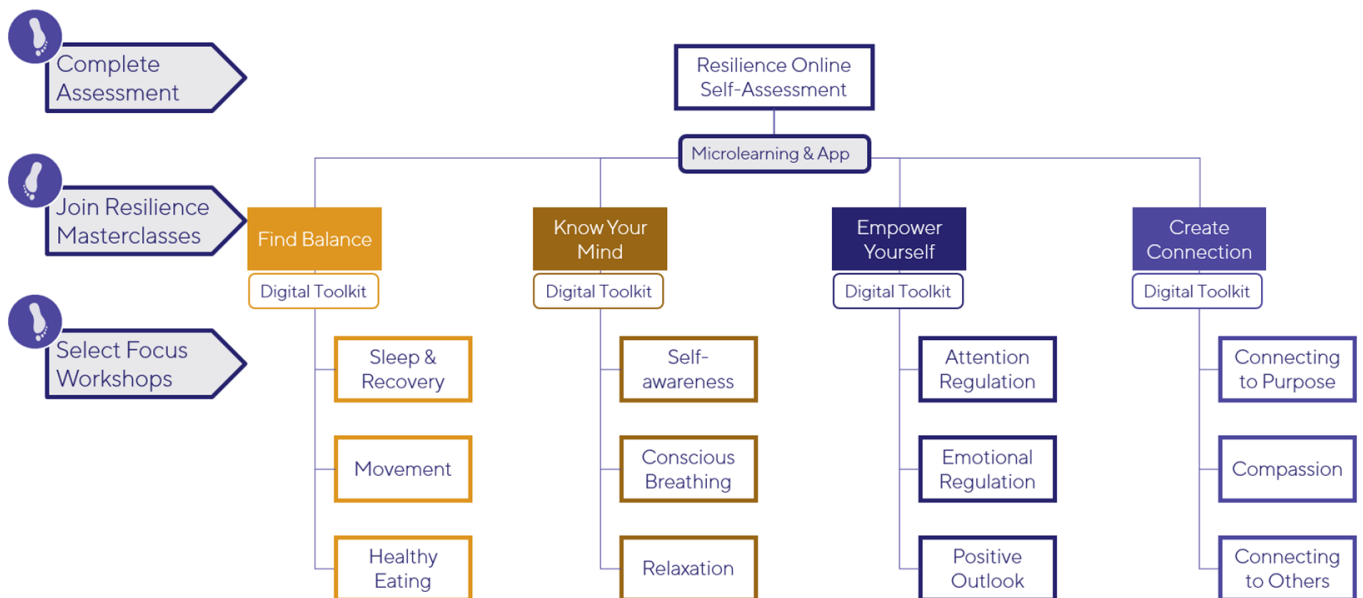
Working with the Awaris team was a joy. They were extremely professional, collaborative and responsive to our input. It felt like we were on one team.

Quirin Zieglmeier
Global Health & Wellbeing Manager

By combining **scientific insights, personalized learning, and practical tools**, each stage of the journey equipped employees with strategies to build resilience skills and integrate them into their daily routines. The approach is rooted in Awaris' unique, research-based resilience framework that emphasises resilience as something we can proactively develop through investing in a set of specific skills.

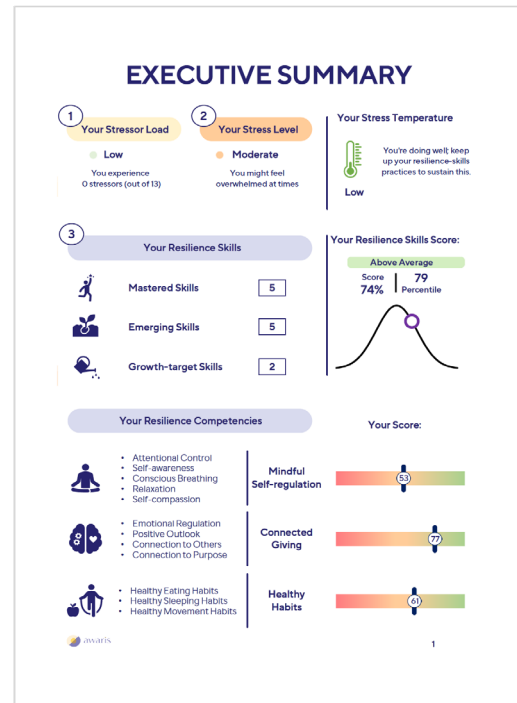
The program was organized into quarterly themes that guided participants through key aspects of resilience:

1. **Find Your Balance:** Focused on sleep, recovery, movement, and healthy eating.
2. **Know Your Mind:** Emphasized self-awareness, conscious breathing, and relaxation.
3. **Empower Yourself:** Addressed attention regulation, emotional regulation, and maintaining a positive outlook.
4. **Create Connection:** Explored building compassion, connecting with purpose, and fostering meaningful relationships.



The Resilience Academy has a simple structure. Every employee was invited to:

- **Complete an assessment:** A simple, confidential Resilience Screening, which details the employees stress profile and outlines their existing competence across 12 Resilience skills. From the results they're able to discern which skills they'd like to upskill in. They had instant access to an app with micro-learning and guided practices across the skills.
- **Attend masterclasses:** The 12 skills were grouped into 4 clusters: Find Balance / Know your Mind / Empower Yourself / Create Connection. A kickoff masterclass was delivered to launch the cluster group, with digital toolkits offered for support ongoing practices and habit change.
- **Select focus workshops:** based on each employee's individual interest and their resilience screening results, they then opted in to the focus workshops that appealed most to them. This flexibility created a universal appeal – everyone could participate based on what was most important and interesting to them to curate their personal learning journey.



OUTCOMES & IMPACT

The results of the programme are impressive and encouraging.

What's most impressive is that these results were achieved in the midst of an acquisition, when we'd expect perceived stress to increase.

Quirin Zieglmeier
Global Health & Wellbeing Manager

Firstly, participants were **engaged, satisfied** and found it **relevant**:

ENGAGEMENT



77% participants attended more than 3 sessions

SATISFACTION



9.3 / 10 overall participant satisfaction

RELEVANCE



94% participants found it applicable in their work

When it came to shifting understanding and behaviour, we saw change on three levels:

BUILT UNDER- STANDING



92% participants have improved understanding of resilience

SKILLS CONFIDENCE



91% participants feel confident in applying the skills developed

BEHAVIOUR CHANGE



88% participants increased their use of resilience skills, **78%** developed new resilience habits

Overall, we observed meaningful shifts in participants' **ability to deal with stress and uncertainty** in their work, **even in the face of an acquisition**:

PERCEIVED STRESS



33% reduction in perceived stress

HANDLING CHALLENGE



77% of participants said resilience skills helped them feel confident in handling personal challenges

EMOTIONAL STABILITY



73% of participants feel resilience skills helped them regain a sense of inner stability after unexpected difficulty



In conversation with Quirin Zieglmeier, Global Health and Wellbeing Manager at Schaeffler, he shared his lasting impressions of the Academy Journey experience:

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

There's something for everyone in this programme. They could opt into what interested them, so we saw very high levels of engagement and participation.

Outside the measurable results, there are many other less-tangible benefits we've seen. We now all have a shared language to talk about personal resilience.

It's developed new deeper connections, on a human level, that go beyond the usual hierarchical and geographical barriers. It's given us a sense of coming together and oneness as a company.



Quirin Zieglmeier
Global Health & Wellbeing Manager
Schaeffler

LASTING INSIGHTS & WHAT'S NEXT

Looking back at the journey, we've reflected on what made the Resilience Academy so effective. Here are our key learnings:

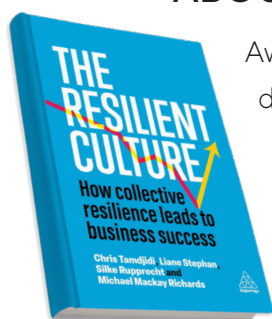
- **Flexibility** – The structured yet flexible approach empowered each employee to drive their own learning. This made it very accessible and allowed it to be a personalised learning-journey.
- **Universal appeal** – The all-encompassing nature of the Awaris Resilience Framework means there's something that appeals to everyone. This meant people felt curious and confident to take part and enjoyed engaging in a way that made sense for them.



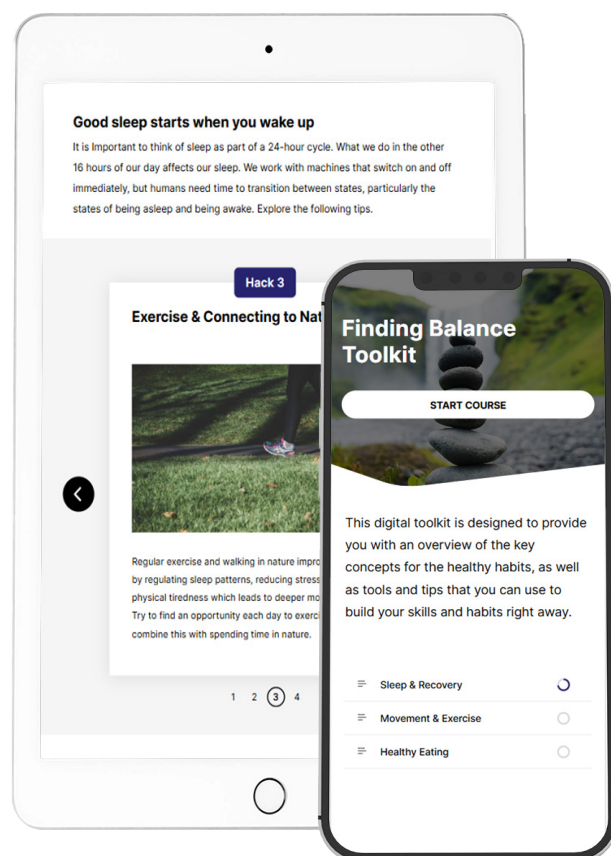
- **Scale** – allowing for such a complete reach has created a culture shift across the organisation, they are seeing a universal language that everyone has and building a movement across the whole organisation.
- **Integrated digital reinforcement** – The Awaris app and digital toolkits provided bite-sized resources to help employees build and sustain resilience habits and support their ongoing self-driven development.

Looking ahead, following the success of the first rollout, the Resilience Academy will now be extended to the entire Schaeffler organisation on an annual basis.

ABOUT AWARIS



Awaris is an evidence-based leadership development training and consultancy provider that builds individual and collective resilience, emotional intelligence and leadership skills at scale. With over 70 trainers and active in 15 countries, Awaris supports Governmental Institutions, Corporate Clients and Social Enterprises through experiential learning journeys.



If you are interested in learning more about the Awaris Approach, the book *The Resilient Culture* provides a comprehensive introduction, or you can find more in the Insights section of the awaris.com website.

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