

“What is worth tackling? – fit im job gave us the answers to this question.”

René Villiger, Human Resources Manager,  
Microsoft Switzerland



## Swiss WHP project becomes a groundbreaking project worldwide.

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Microsoft is known across the world for the enviable spirit of its employees; they are very happy to work and work a lot of hours. The attachment is so marked though, that it often results in a balancing act between unconditional commitment and exhaustion-related burnout.

### **Actual and ideal situation**

A central element of the Human Resources strategy of Microsoft is “creating work/life balance: Microsoft also provides flexible programmes and tools designed to help employees create balance in their lives.” – Everyday life at the workplace is characterised though by high time pressure, extreme workloads, a lot of overtime and, as a result, insufficient switching off after leaving work.

### **The questions for “MyHealth”**

The management of Microsoft Switzerland therefore decided in the spring of 2007 to initiate a workplace health promotion programme. A project team consisting of HR managers from Microsoft and project leaders from fit im job established the following milestones:

### **1. The creation of the WHP label “MyHealth”**

If measures are concentrated under one motto they are also recognisable as a strategy for all employees and, based on experience, have an even better effect.

### **2. The goal of achieving as much as possible with as little as possible**

The question soon came from Microsoft: “What is worth tackling?” As the pressure on individual employees was already high, the WHP programme had to tie up as few resources as possible. They therefore decided on a ‘healthReport®’.

### **The answers of the fit im job – healthReport®**

The health report identified the potential for optimising how to deal with high workloads and improving the life-work balance.

### **Stress & burnout management at management level**

“MyHealth” was launched with the ‘stress & burnout management’ module at management level. Research shows that the success of a health programme is significantly influenced by the behaviour of supervisors. Furthermore our psychologists provided the participants with the means to be able to identify which factors result in burnout and which resources have a preventative effect.



Ole Petersen, Managing Director of fit im job AG

“With MyHealth a positive signal was sent.”

case

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**Microsoft®**

**Company**  
Microsoft

**Number of participants**  
350 employees

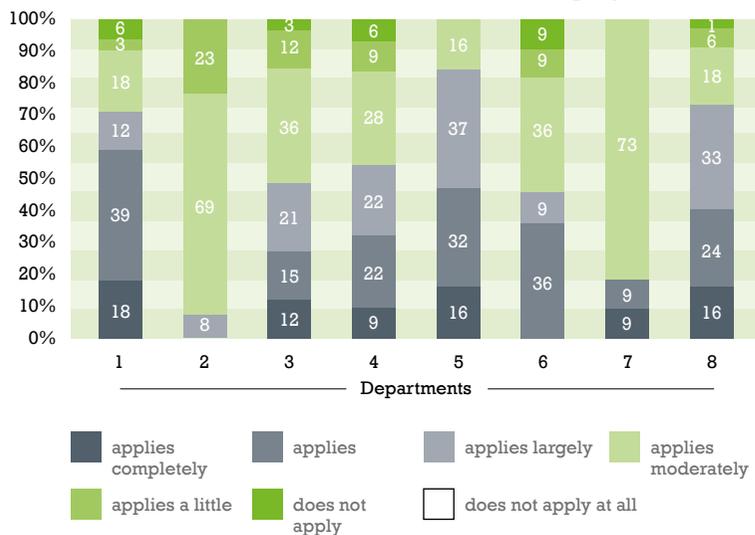
**Starting position**  
Due to high identity with the employer Microsoft, the employees also accepted higher workloads. As a result, however, the work-life balance suffered.

**fit im job solution**

- healthReport®
- Relaxation & sleep management
- Management training for stress & burnout management

**Result**  
The employees of Microsoft can now correctly assess their own stress potential and systematically reduce the stress with exercises they have learned.

**There is too much stress in our company**



**Relaxation & sleep management for all**

The ‘relaxation & sleep management’ module was established for all employees. The goals were to be able to assess their own stress potential, to learn simple immediate relaxation measures, to positively control balance with the help of stress buffers and to improve the quality of sleep.

**Greater efficiency, concentration and ability to recuperate**

80% of participants reported that their concentration and ability to recuperate had improved. Today the Swiss WHP project is considered to be a groundbreaking programme for Microsoft International.



Result from the healthReport®: the workloads are different in the individual departments and are also perceived differently.