

# PRESS RELEASE



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## **Allianz Partners implements new Human Resources practices to shape One Company Culture**

Today's global organisations are facing numerous human capital challenges at rapid rates. As transformation in society, culture and technology impact heavily the workplace, a strong company culture is becoming increasingly vital for organisational success.

Supporting its continuous transformation and growth, Allianz Partners, a truly global company operating in 76 markets with strong expertise across automotive, health, travel insurance and assistance, has rolled out a series of human resources initiatives to create an innovative and unified 'one company culture'.

### **Breaking down boundaries across lines of business, regions and languages**

According to HR professionals, senior executives can play a key role as culture carriers. A 2019 survey shows that clarity of company strategy and leadership development are top areas for improvement required by large organisations<sup>1</sup>. To transform differences into opportunities and to align all executives around a shared understanding of the company strategy, Allianz Partners has created a first-of-its kind Executive Excellence program. This one-week in-person program has welcomed more than 460 top executives since 2018.

Each session, comprised of around 30 participants from around the world, is sponsored by a board member who presents the company strategy, vision and ambitions. Engaging sessions follow, where participants share their respective industry and market knowledge, identify best ways to tackle market challenges and realize opportunities together.

They are also invited to participate in several team building activities including a 2-hour Digital Escape Game, to reinforce their company knowledge and digital skills.

### **Swapping and shadowing the big picture**

The Executive Excellence program also allows participants to spend time working in another function and location alongside a colleague from their session, with whom they agree to job swap/shadow. For one week, the participants can experience his/her counterpart's responsibilities, get to know other functions, boost creativity and gain a fuller perspective of the company.

More than 300 Executives have shadowed or swapped alongside their colleagues from another area since the beginning of the program.

"The job swap was an invaluable opportunity to look beyond the rim of my own tea cup. Our company's success stems from our unique business model that encourages collaboration and a diversity of experiences and expertise. I was able to get a real glimpse of the day-to-day roles and responsibilities of my colleagues in another region and function, and see first-hand their passion and commitment to our

business," says **Lorand Heissman, Operational Director Automotive, Allianz Partners China** who participated in the program.

“As the leader in a highly competitive market, we must improve our organizational processes constantly and promote a common culture if we want to be an agile, innovative and effective partner for our customers. The Executive Excellence program not only enables participants to build their knowledge of the company, industry, and markets, it also empowers them to become better, more collaborative and inspired leaders, an essential part of building a One Company Culture” says **Claudia Reichmuth, Director of Human Resources and Change Management, Allianz Partners Group.**

After the success of the 1<sup>st</sup> wave, the Executive Excellence program has also been cascaded further into the organisation and has been redesigned for employees from sales, underwriting, marketing and operations functions, so as to improve effectiveness through smoother collaboration between these functions, and to optimize customer experience of all four lines of business. Nine sessions have taken place in 2019.

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## About Allianz Partners

Allianz Partners is a world leader in B2B2C insurance and assistance, offering global solutions that span international health and life, travel insurance, automotive and assistance. Customer driven, our innovative experts are redefining insurance services by delivering future-ready, high-tech high-touch products and solutions that go beyond traditional insurance. Our products are embedded seamlessly into our partners' businesses or sold directly to customers, and are available through four commercial brands: Allianz Assistance, Allianz Automotive, Allianz Travel and Allianz Care. Present in 76 countries, our 21,500 employees speak 70 languages, handle over 65 million cases each year, and are motivated to go the extra mile to help and protect our customers around the world.

For more information, please visit: [www.allianz-partners.com](http://www.allianz-partners.com)

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1. [The 2019 Global HR Leadership survey – Leathwaite](#)