

PEOPLE ENGAGEMENT

Culture is not a top-down approach, everybody must contribute to that.

Hi, my name is Anna-Lena Schinner, I'm based in Vienna and I'm working in Strategy, Digital & Products Area for private clients.

Hi, I'm Marion Morales, I'm working with UniCredit Bank Austria and I'm responsible for Strategy, Products & Digital for private customers.

In your opinion, which is the most important element for creating a positive working environment?

For me this comes with the right corporate culture, honestly, and corporate culture, from my point of view, has to foster, first of all, active participation, to allow mistakes, to claim authenticity and respect, and last but not least, to follow a purpose.

I would also say respect, but also trust among colleagues and the good team spirit is, at least for me, very important, and open and transparent communication, and also having the chance to speak up.

Is engagement more related to happiness or to performance?

Performance. I saw people very much engaged even in times when it was really not funny. So, in difficult times, as set as an example, in the covid situation, it was great to see the engagement and the commitment, and it had nothing to do with happiness.

I would also say performance. Now again, from my personal perspective, because I can also be engaged while I'm not in the good mood, because you can't be in the good mood every day, but you can still go to work in a motivated way and try to do your best.