

Transcript Episode 17

Beyond Homezone – discover new horizons

Moderator: Thomas Holzner, Guests: Priska Goebel-Ralph and Lien Kemper

Intro: The DigiPodcast – Digital trends in Supply Chain Management

Thomas Holzner

Hello and welcome to our DigiPodcast. I'm Thomas Holzner from Siemens SCM DigiNetwork with the DigiPodcast. A podcast on digital and innovative topics for procurement in the future. Are you ready to leave your comfort zone by taking advantage of new opportunities and perspectives? For most, starting a new career path outside the own function is a challenge. At Siemens SCM, we think outside the box and support our employees starting new adventures. But how? With me today are two women who have initiated a new program called "Beyond Homezone". Both are founding members of the SCM DigiNetwork, digital experts for Supply Chain Management and very committed to explore new tracks for our employees. Hello Priska, hello Lien! It's great to have you with us.

Lien Kemper

Hi, Thomas! Thank you for the invitation.

Priska Goebel-Ralph

Hey, Thomas!

Thomas Holzner

Hi together! Let's start immediately. Tell me: What's the fancy name of Beyond Homezone all about?

Lien Kemper

As in the world itself, Beyond Homezone is about going beyond, growing beyond your homezone, your home boundaries. It is a hands-on format to discover new departments and eventually new job opportunities. So how does Beyond Homezone work? Beyond Homezone is open for all interested employees to walk into another department and another function for four weeks. And that without the risk of changing the job.

Thomas Holzner

So, what's new? What's the game changer there?

Lien Kemper

The game changer, the beauty of Beyond Homezone, is two-fold. First: Match-making platform. It's a transparent, hands-on match-making platform to connect interested employees – we call them "Beyonder" and the "Hosts". Second: The corner stones are set. That means: clear, upfront, transparent rules of games such as: "Who covers the costs? What are the benefits? What are the duties? What is the approach?" And with that, Beyond Homezone really takes out all unnecessary admin tasks so that the Beyonder and the host can really concentrate on the "Beyonding" itself.

Thomas Holzner

So, the beauty of the beast is now clear. Why did you set it up?

Priska Goebel-Ralph

Honestly, it started out of personal interest. Lien and myself had a conversation about possible next career steps and how it would be like to work in another function, for example in strategy or the communications department. But the questions we asked ourselves: "How can we sneak-peak into another department to discover it first?" And that's how Beyond Homezone was born. To have an easy-to-use program for employees to discover other departments. And the second use case we had in mind is for employees to have a chance to learn new skills, for example how to program an app or to evolve communication skills. But maybe you cannot evolve it in your current job. Then Beyond Homezone is also a great platform to use.

Thomas Holzner

So that's the personal view. What about the business view?

Priska Goebel-Ralph

Yeah, absolutely. From the business view, it really helps to foster cross-departmental collaboration and understanding. It also helps to grow the skills of people and - last but not least – it empowers people to really own their career and to take their career in their own hands.

Thomas Holzner

You are both from Supply Chain Management. Beyond Homezone sounds very much like a people topic. How does this fit together?

Lien Kemper

It is actually quite simple. Something like Beyond Homezone was not there yet. This easiness, this simplicity to do Beyonding was not there yet, it hasn't existed yet. On one hand, we see a need in the organization from the employees, from the business. On the other hand, Priska and I we simply took the Siemens strategy 'Empowered People and Growth Mindset' literal. As we are both from the DigiNetwork. We just started, we just do it instead of waiting for a big corporate program to start. Nonetheless, we did team up with HR to drive Beyond Homezone forward. We also did get top management support from the beginning, when the idea was just at about 20%. So, this is how Supply Chain Management, or more Supply Chain Management DigiNetwork, and people topic fit together.

Thomas Holzner

Quite a lot of efforts and attention. How is the experience? How many Beyondings of people have taken place so far?

Priska Goebel-Ralph

So far, eight Beyondings have taken place and there are around 20 potential upcoming matches. From the eight Beyondings that have taken place, the feedback is very positive. So, for example: A colleague, who is a buyer, he did for weeks a Beyonding at Cybersecurity because he wanted to enhance his knowledge about Cybersecurity. And his feedback – and also from all the other seven people – is really positive because they say they had the chance to learn new things, acquire new skills and they also enlarged their network. That's the Beyonders' perspective. And from the Hosts' perspective, they also say they have the chance to get to know new workforce, new people, and they also kind of educate promoters for their department and their topics.

Thomas Holzner

Sounds like a win-win. But is there also a flip side?

Priska Goebel-Ralph

Yes, there's also a flip side of the coin. What is really hard for the Beyonder is to completely stop his or her own job. Especially as we are all working remote. And most Beyonders say that they have the agreement with their own team that they take care of urgent topics during the Beyonding. And the rest of the time they try to focus on the host station.

Thomas Holzner

Quite a great story so far. And from my own personal point of view, we had the possibility to host a already one Beyonder at the DigiOffice. It was a great experience for me personally and hopefully also for the Beyonder. And I will follow the invitation to become a Beyonder soon and I will share my experience with you probably in the end of 2022. Coming back to Lien and Priska: What's your wish for the future?

Lien Kemper

Three words: usage, usage, usage. That means lots of offers from open-minded departments, and lots of Beyonders match-made via Beyond Homezone platform like in Uber or Airbnb. That's our wish.

Priska Goebel-Ralph

And just try it. From both perspectives: Beyonder and host. Just give it a try to see what's really in it for you.

Thomas Holzner

Simple wishes. I hope they will work out. Now coming back to my last but not least and favorite question: Who are you and what inspires you?

Priska Goebel-Ralph

I'm Priska. I've been working in Procurement for round about 15 years in different functions and companies. And what inspires me – or rather who inspires me – is really people who think outside the box. And also, people and leaders who truly empower others to think outside the box.

Lien Kemper

I'm Lien, I also have been working around 15 years in different companies, not only in Procurement, but also in Marketing and Consulting. What inspires me is really – maybe it sounds a bit cheesy – the DigiNetwork. I do really since, with the DigiNetwork, I have a mindset shift from what career is. In the past, my view was more that career is status, money, hierarchy and now I really do have a mindset shift to what the purpose is. What do I leave behind? How can you do the transformation?

Thomas Holzner

Thanks a lot Priska and Lien. Thank you for the openness and insights and I hope you'll have a lot of participants for Beyond Homezone and I am totally convinced you are doing a brilliant job. Also, a big thank you to our listeners. I hope you enjoyed this episode of our DigiPodcast. If you have questions or want to find out more information about the SCM DigiNetwork reach out to our Internet page [siemens.com/diginetwork](https://www.siemens.com/diginetwork). I'm looking forward having you as a listener again at our next episode. Yours, Thomas Holzner from Siemens SCM DigiNetwork. Goodbye.