



Case Study



This is how nilo supports ANSMANN in achieving health goals and navigating change processes

About ANSMANN



The ANSMANN AG, headquartered in Assamstadt, is an internationally active manufacturer of mobile energy and lighting solutions.

For more than 30 years, the company has been developing innovative products in the fields of battery, charging, and lighting technology – from high-performance rechargeable batteries to LED lamps.

With around 260 employees in Germany, a large portion of whom work in production and logistics, ANSMANN combines technological excellence with a strong sense of responsibility for its people. Approximately 80% of the workforce is digitally connected – an important factor in successfully integrating new health promotion initiatives.



The starting point

Strengthening both the physical and mental health of employees on a preventive basis is one of the central goals of the HR team at ANSMANN. This includes a clearly defined health objective:

**The long-term target is
to keep the sickness-related
absence**

below 5 %

In recent years, ANSMANN has launched numerous transformation projects alongside its regular day-to-day operations. As a result, both the complexity of daily work and the overall workload have increased. Health and return-to-work discussions have made one thing clear: mental health is an important issue – for employees as well as for managers.

Spotlight: Management.
ANSMANN recognizes that
a healthy culture starts
at the management level.

The latter are a particular focus, as they play a key role in shaping a healthy corporate culture. That's why it was clear to ANSMANN early on: Managers need targeted support and involvement.

To take proactive action, ANSMANN works closely with the AOK health insurance provider to evaluate health data annually and identify concrete areas for improvement. By introducing systematic conversations and dedicated health days focused on mental wellbeing, the company has consistently expanded its strategic health promotion efforts in response to the growing challenges of everyday work.





Our **leaders** play a **central role** when it comes to health and culture. That's why it was especially important to **strengthen** them – not only in their leadership role but also in dealing with their own mental challenges. The formats offered by nilo provide exactly this dual benefit and have been very well received.



Sabine Lodhi
HR Manager

The **key** objectives at a glance

With the introduction of nilo, ANSMANN effectively supports its strategic health goals and ensures that the mental wellbeing of employees and leaders is strengthened over the long term.



Maintain low absence rates:

ANSMANN's health strategy aims for long-term health rate of 95%.



Strengthen employee retention and employer attractiveness:

ANSMANN is sending a clear message to both employees and potential candidates.



Empower and support leaders: ANSMANN views its leaders as key multipliers for a healthy corporate culture – which is why they were actively involved from the very beginning.



Enhance wellbeing, satisfaction, and engagement:

This is a core objective, as it has a direct impact on motivation, collaboration, and performance.



Increase reach and impact: The goal was to motivate as many employees as possible to actively use the platform in order to leverage its full potential.

The solution

For ANSMANN, it was clear that for nilo to have a lasting impact, it would take more than just a good tool – it required a clearly structured onboarding process. Leaders were involved early on, and employees were informed through internal channels as well as during the company's Health Day. Through targeted communication, easy access, and an inclusive, barrier-free offering, nilo was effectively integrated into everyday work from day one.



It was important to us that all employees were truly included – not just informed, but actively engaged. The **structured onboarding process** played a key role in ensuring that nilo was well received **right from the start.**



Tabea Weißschädel
Head of HR

Why ANSMANN chose nilo



Anonymous, flexible, & accessible

The platform is easy to use, available anytime and anywhere, and guarantees full confidentiality. This combination makes nilo a strong partner for ANSMANN – one that provides support in acute stress situations while also building long-term resilience.



Diverse formats for different needs

From easily bookable 1:1 sessions and moderated group sessions to a comprehensive digital media library – nilo offers a wide range of options. Employees can choose the format that best fits their individual situation.



Partnership-based support from day one

The rollout of nilo was professionally supported from the very beginning – with clear communication, tailored materials, and individual onboarding. Leaders were involved early on, and the workforce was informed during the company's Health Day.



Benefits for both leaders and employees

nilo provides dedicated content and formats for leaders – for example, on communication during change processes or how to manage stress within teams.



A cultural fit

nilo aligns perfectly with ANSMANN's health-oriented culture and company values.



Tabea Weißschädel –
Head of HR

“We’ve received very positive feedback from our employees. Many appreciate that we’re also focusing on mental health and not just addressing physical topics. That offering is seen as a **genuine sign of appreciation** – and it definitely strengthens our employees’ connection to the company.”

The results

The impact of introducing nilo

Since the introduction of nilo, much has changed at ANSMANN – both in day-to-day work and in measurable results. The platform was quickly adopted and is actively used.



**Reduction in
absence rates**



**Stronger identification
with the company**



01

Improved team engagement

Employees report more open communication about stress and a greater awareness of mental health in everyday work. At the same time, overall engagement has noticeably increased – for example, participation in internal health initiatives such as Health Days has risen significantly.

02

Health rate in focus

ANSMANN aims to maintain a long-term health rate of over 95%. Initiatives like nilo make an important contribution to this goal by taking early, preventive action.

03

Stronger identification with the company

Employees see the offering as a sign of genuine appreciation. It not only provides individual support in challenging situations but also strengthens their emotional connection to the company.

04

Visible impact even in recruiting

The offering is actively mentioned in job interviews – candidates see it as a strong signal of a modern and caring company culture. Existing employees also report feeling more connected and committed to the organization.

Do you also want to improve
**mental health and company
culture** in your organization?

Then let's talk!

Book a call

