

WELCOME BACK PACK

Company name : LA MONDIALE EUROPARTNER SA

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

The welcome back pack is an initiative of the HR team for the reintegration of co-workers after a long absence, regardless of its origin.

Context

In a phase of rapid transformation, the Mondiale Europartner takes particular care to ensure that the corporate project involves all employees. Long absences, whether related to parental leave or long illness, are a challenge for reintegration and inclusion.

Approach

For people who return to the office after a long absence a special care is taken to the reception conditions with : - a reintegration point with their manager and the HR team to prepare for their return - a welcome pack left at their office with a short word of welcome - an exchange session to reconnect with the transformation of the company and what has changed since their departure.

Objectives

Make all employees feel included and considered, take special care in welcoming them and answering any questions they may have, encourage them to express themselves, and ensure close support adapted to each situation, to support young mothers or people who have gone through a health crisis.

Impact

The initial idea was to accompany young mothers in their reintegration into the workplace by sending them a signal of support and sharing experiences. Very quickly, the system was opened to all those returning after a significant absence and made it possible to facilitate inclusion and the resumption of reference points.

« To do »

- Pay particular and individualized attention.
- Prepare a small welcome gift and a word from the HR teams Provide opportunities for dialogue.

« Not to do »

- Minimize the change experienced by individual employees during their absence.