

FROM POLICY TO ACTION PLAN

Company name : CapFields

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

Awareness of all company members - on-going process

Context

As part of our CSR action plan, we decided to formalize and transform to action CapFields's diversity policy.

Objectives

Create awareness Evaluate opportunities of actions Define an annual action plan

Approach

-Sharing Diversity Policy with all company members -On the basis of 3 identified priorities, assigned a person to launch 3 working groups to establish a feasibility study -Choose the top priority (Career Path & Leadership and communication).

Impact

Diversity related actions mainly impact 2 of our core activities Advisory and Sales. Such initiative generates some team interactions and constructive discussions to improve the way a person is transformed from Expert into Hero.

« To do »

Define the Diversity Product Owner in order to design the Diversity Policy of the company

« Not to do »

For small companies do not choose to take all possible items of the Diversity policy in order to avoid counter productive team works.