

SENSE OF BELONGING

Company name : Silver Holdings S.A.

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

Silver Holdings is convinced that differences are an asset and creating a sense of belonging amongst the employees increases their positivity at work.

Annual offsite Team Building for all Silver Holdings 'employees during working days.
Cross departments and grades « sense of belonging » workshop, with a focus on cultural diversity.

Context

Silver Holdings employs a team of highly qualified professionals, coming from around 20 different countries, working in a collaborative environment that embodies our cultural values.

Objectives

Bring a positive impact on the employees: increase motivation, engagement, lower stress, improved well-being.
Encourage people to offer diverse and dissenting opinions.
Employees should be recognized, valued and appreciated for who they are and how they see themselves.
Encourage employees to share their views, listen and respect the views of others, and the leverage on them.
Improve collaboration and communication amongst employees with the organisation of cross departmental Team building activities.

Approach

Annual employees offsite trips, including Team Building activities are organised by the Event Steering Group since 2017. Those trips are organised during working days (3) for all employees. Activities are organised with cross-departmental groups in order to make them aware that differences are an asset and make us complementary. During those activities, we are explicit about the importance of understanding, respecting and valuing differences.
« Sense of belonging » workshops have been implemented by HR in 2023 to support the onboarding of new joiners and the cross department collaboration. Those workshops are focus on cultural diversity and will be proposed on a yearly basis.

Impact

Increase motivation, engagement, lower stress, improved well-being.
Ensure a successful onboarding of new joiners.
Ensure a mutual respect between colleagues.
Better collaboration between employees, who feel like they belong and share the same values.

« To do »

No difference are made between the employees. Consider everyone and include everyone in the discussion, training, surveys (i.e. the Event Steering Group is composed from employees from different departments and grades).
During the events activities, all employees should be mixed and not stay within their teams.
Workshops on cross departments and grades.
Being inclusive and offer variety of activities.

« Not to do »

Make a difference between departments and grades.
Create groups, teams (during Team Building) with employees from the same department.
Avoid one type of activities.