

MONTHLY COMMUNICATION AND SHARING OF FOOD WITH A THEME

Company name : RSM Tax & Accounting Luxembourg

Activity sector : Autres

Company category : PME

Description of the action

Communication of good practices, diversity awareness and HR news while socializing around theme food and drinks. Once a month, all employees, management included.

Context

A few years ago, we started celebrating monthly birthdays by sharing a breakfast or afternoon snacks. Since then, we have added some corporate news of the month that concerns everyone, in particular the official welcome for new employees. Since signing the charter, we have decided to strengthen our communication on diversity, respect for individuality and difference of minds and opinions.

Objectives

Our main objectives are to encourage socialization between our RSM teams and entities in Luxembourg, communicate about various events and in particular social and sporting initiatives, encourage participation, officially welcome new employees by briefly introducing them to everyone. The theme linked to the event allows people to discover celebrations of other nationalities/religions, around a convivial moment (Easter, end of Ramadan, Galette des rois, country theme, St Nicolas, Europe Day, International Women's Rights Day, etc.).

Approach

Throughout the month we think about the information that is relevant to share, inspired events and above all theme of the monthly HR communication. We invite all via outlook, we use PowerPoint to present and share pictures on LinkedIn afterwards.

We encourage our employees to share info and our receptionist manages the food and drinks orders. Our HR team prepares the slides and the DHR presents in English in order to be understood by all.

Impact

It is always easier to meet new people around food and drinks. It is the occasion to meet new colleagues. We hope it opens minds on differences, helps people to "break" their usual social group to meet new people. We systematically have positive feedback on these events.

« To do »

We communicate in English. Recently, we have had trainees and employees who do not speak French, which is the main spoken language at RSM Luxembourg. As a result, this communication is always done in English to include

100% of the people present.

We try to pick new themes each time in order to reach all employees.

« Not to do »

We do not make this event mandatory. However, those who do not wish to attend physically or who home work on that day can follow the communications via zoom. Also, as we respect the discretion of each employee in terms of their religion or diet, we do not oblige people who are particularly concerned by a theme to take part.