

CULTURAL LUNCHES & INFORMAL EXCHANGE WITH SENIOR MANAGEMENT

Company name : GROUP DEUTSCHE BANK

Activity sector : Activités financières et d'assurance

Company category : Grande Entreprise

Description of the action

Regularly organising themed lunches where employees cook and share meals from their cultural backgrounds, creating opportunities for cross-cultural discovery. Senior management joins these events to engage in open and informal discussions with employees from all departments.

Context

In a multicultural organisation such as Deutsche Bank Luxembourg, diversity is a strength. However, genuine inclusion requires creating informal, friendly spaces for people to connect beyond work-related interactions. This initiative fosters cultural understanding and creates direct, human contact between senior leadership and staff.

Objectives

- Strengthen intercultural awareness and appreciation.
- Encourage informal dialogue between employees and senior management.
- Build a sense of belonging and pride in sharing one's culture.
- Promote inclusion by valuing personal backgrounds.

Approach

- Employees volunteer to prepare a meal representative of their cultural heritage.
- Events are scheduled regularly (e.g., quarterly or other).
- A communal space is arranged for lunch, with all staff invited.
- Senior management attends to share the meal and discuss informally with participants.
- Optional short presentations on diversity topic, accompany the lunch

Impact

- Increased employee engagement and morale.
- Better mutual understanding across cultural backgrounds.
- Strengthened trust and approachability of senior management.
- Positive feedback from staff on company culture.

« To do »

- Encourage voluntary participation from diverse departments and levels.
- Ensure senior management's presence is consistent and visible.
- Allow flexibility in format (buffet, seated meal, tasting stations).

- Promote the event internally to maximise participation.

« Not to do »

- Avoid making the event too formal or hierarchical.
- Don't limit participation to a specific group or department.
- Avoid tokenising cultures—ensure representation is authentic and voluntary.