

INCLUSIVE WORKSHOPS

Company name : Arendt & Medernach

Activity sector : Autres activités de services

Company category : Grande Entreprise

Description of the action

Our inclusion journey was defined on a collaborative basis. To identify inclusive behaviours, we launched a series of eight workshops of two hours entitled “Inclusive Workplace”. The objective was to co construct a shared definition of inclusive leadership at Arendt. All Partners participated, together with more than 100 employees grouped by level of experience, to open dialogue among peers. The workshops were designed and facilitated internally by our Chief People Officer, Head of Learning, and Sustainability Director.

Context

This project aligns with our diversity, equity and inclusion (DEI) strategy to promote and develop awareness and initiate a cultural shift in and outside the workplace. Our inclusion journey is part of the HR roadmap, where it represents one of the three pillars. The action plan was defined on a collaborative basis, reflecting our commitment to make inclusion a specific and essential topic within our organisation and culture.

Objectives

- Raise awareness of discrimination and bias
- Break taboos
- Strengthen openness and foster a culture of inclusion
- Create safe spaces for dialogue and encourage authentic self-expression
- Inspire and build belonging through shared stories
- Facilitate dialogue on diversity topics
- Strengthen community and support networks with empathy
- Empower ongoing learning and growth.

Approach

The workshops were the first step of our inclusion journey, coordinated with our HR team and Learning team to put into practice Arendt’s commitment towards DEI.

They were organized in the first quarter of 2024.

This action involved employees from every level of our hierarchy.

It guarantees a full and objective co-design of our action plan.

Impact

The workshops mobilised 100% of our Partners and Directors, together with more than 100 employees. They generated over 500 examples of inclusive behaviours or actions.

This input allowed to identify key challenges and solutions for building an inclusive workplace for everyone.

From these exchanges, to adapt practices and strengthen cohesion, we defined:

- 9 expected inclusive leaders' behaviours
- 5 golden rules of an inclusive workplace
- 10 commandments for inclusion

The results reflect Arendt's culture authentically, as they emerged directly from employee exchanges.

Importantly, the workshops laid the foundation for the panel events "I'm at the right place to be my true self, arendt you?", created to answer the needs identified during the workshops. They focus on priorities such as daring to speak up, respecting differences, acting with authenticity, sharing vulnerability, and working intentionally on unconscious bias.

Together, the workshops and panels reinforce dialogue, clarify mutual expectations, and embed inclusion as a specific and essential topic within our strategy.

« To do »

- Include top management (mandatory) and group volunteer participants
- Communicate clearly the framework of the workshop and the reason for organising it
- Share results and action plan internally

« Not to do »

- Work only with external facilitator