

THE POWER OF GENERATIONS - BUILDING STRONGER TEAMS

Company name : CHAMP Cargosystems

Activity sector : Information et communication

Company category : Grande Entreprise

Description of the action

Since 2024, CHAMP's ESG Committee—working alongside the Executive Committee and HR—has overseen all Diversity and Inclusion initiatives. Diversity is one of our core strengths, and we take every opportunity to recognize and celebrate it.

In May 2025, we hosted a special webinar with two prominent Luxembourg speakers, Avanti Sharma and Patrizia Luchetta, who joined us to explore the power of multigenerational collaboration and building stronger teams. Our organization is proud to include five different generations, a unique asset that enriches our culture and drives innovation. Rather than viewing this diversity as a challenge, we used it as an opportunity to launch a mentoring program and strengthen our forward looking vision.

Throughout the year, employees also participated in a range of development activities, including:

- Mastering Your Money in a Changing World – Financial Wellbeing
- Confident Public Speaking – Professional Wellbeing
- Respect in the Workplace – Professional Wellbeing
- Getting Comfortable with Conflict – Leadership Training for Managers
- Behavioral Science of Excellent Customer Experience – Professional Wellbeing
- Psychological Safety 101 – Workplace Essentials / Compliance

In addition, we continued supporting global awareness initiatives such as Breast Cancer Awareness Month and Men's Health Awareness Month, reinforcing our commitment to wellbeing and social responsibility.

Context

Our company embraces diversity in many forms. As part of this initiative, we are highlighting the strength of our multigenerational workforce and promoting greater awareness across teams. This moment serves as the starting point for a series of ongoing activities designed to deepen understanding, encourage dialogue, and reinforce our commitment to an inclusive workplace.

Objectives

- Increase awareness
- Promote knowledge sharing

- Strengthen inclusion practices
- Support employee development
- Enhance engagement
- Reinforce our company values

Approach

We focus on promoting awareness and continuous engagement through targeted initiatives such as webinars, mentoring, training sessions, and team activities. These actions encourage knowledge sharing across generations and help embed an inclusive, collaborative culture in our daily work.

Impact

Through continuous learning and shared experiences, employees gain new perspectives, improve teamwork, and contribute to a workplace where everyone can thrive.

« To do »

Involve everyone in the different departments.