

Accompanying employees in a new way of working

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I'm not a cat!

394th Judicial District Court

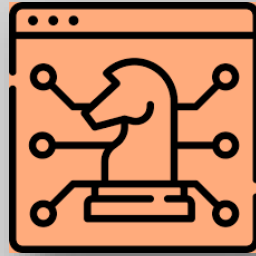
Recording of this hearing or live stream
is prohibited.

Violation may constitute contempt of
court and result in a fine of up to \$500
and a jail term of up to 180 days.

394th Judicial District Court



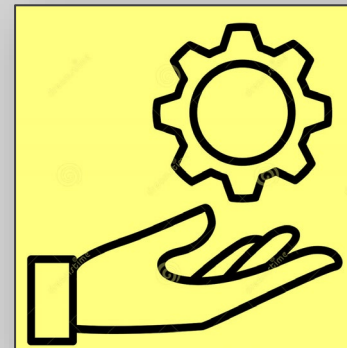
Strategy



Based on 2 key points



Autonomy



Responsibility

Context

Company 1

Closed case



48

COMPANIES



2.500

EMPLOYEES



10

COUNTRIES



48

DIFFERENT E-MAIL SW
OR INTERNET PROVIDERS



0

DIGITAL CULTURE

Company 2

on going



1

SUBSIDIARY



2.200

EMPLOYEES



11

SITES - FRANCE



ALL EMPLOYEES ALREADY
HAVE MICROSOFT OFFICE
BUT ONLY "OUTLOOK"

Audit

Company 1 *Closed case*

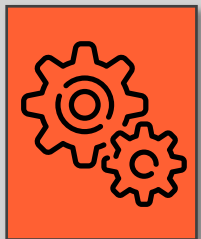
5 Communities



Level of Knowledge



Technical requirements
were identified



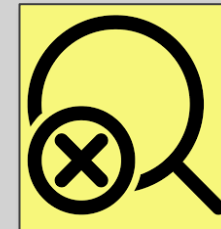
5 Communities



Level of Knowledge

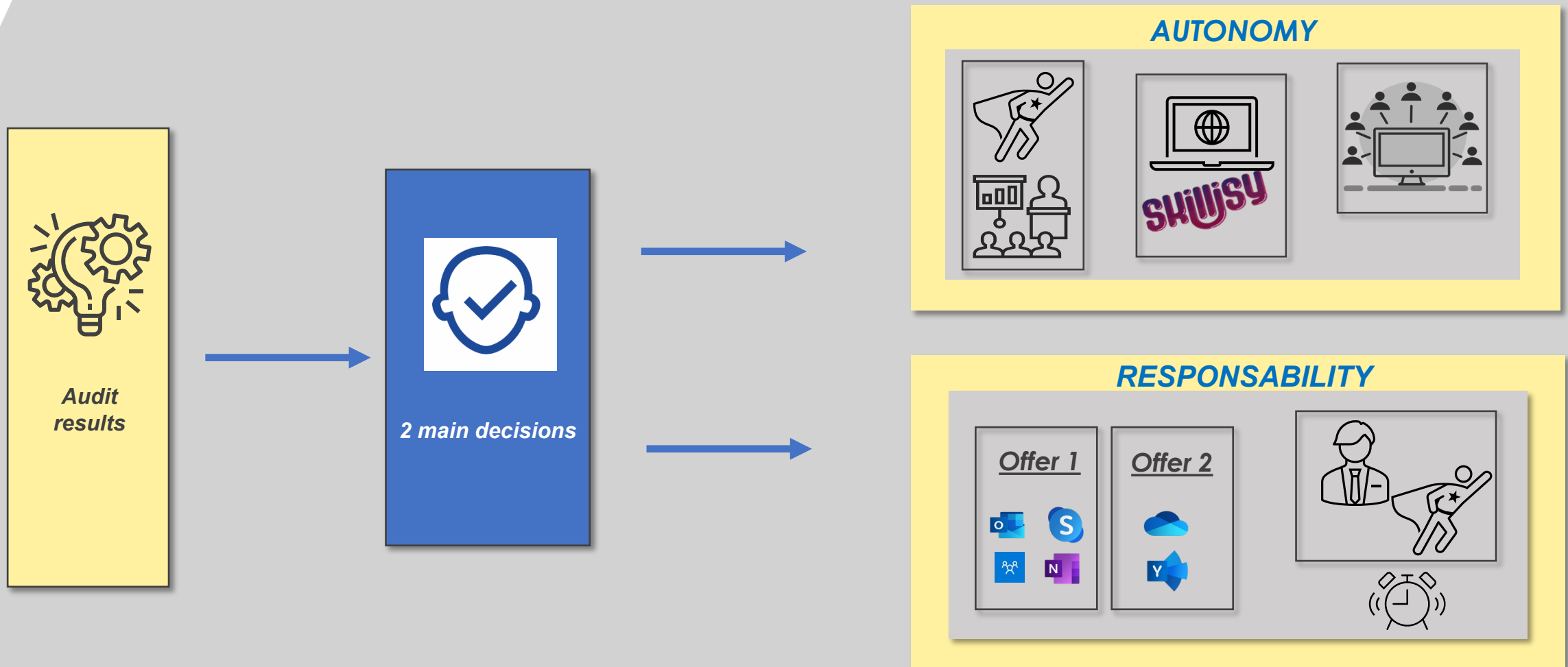


Brakes
were identified



Company 2 *On going*

2 main decisions



Time for action



Communication campaign – launch



Communication campaign



Communication campaign



Project Plan – company 1

closed case

14 month
deployment

4 Months

3 Months

4 Months

3 Months



Preparing the draft
recommendation /
aligning deadlines
and contributors /
Deploying Audit



Creating and engaging
Ambassadors network



Training Ambassadors



Preparing campaign
and comm media

Launch

Launching Offer 1



Group 1



Group 2



Group 3



Deploying Offer 2



Group 1



Group 2

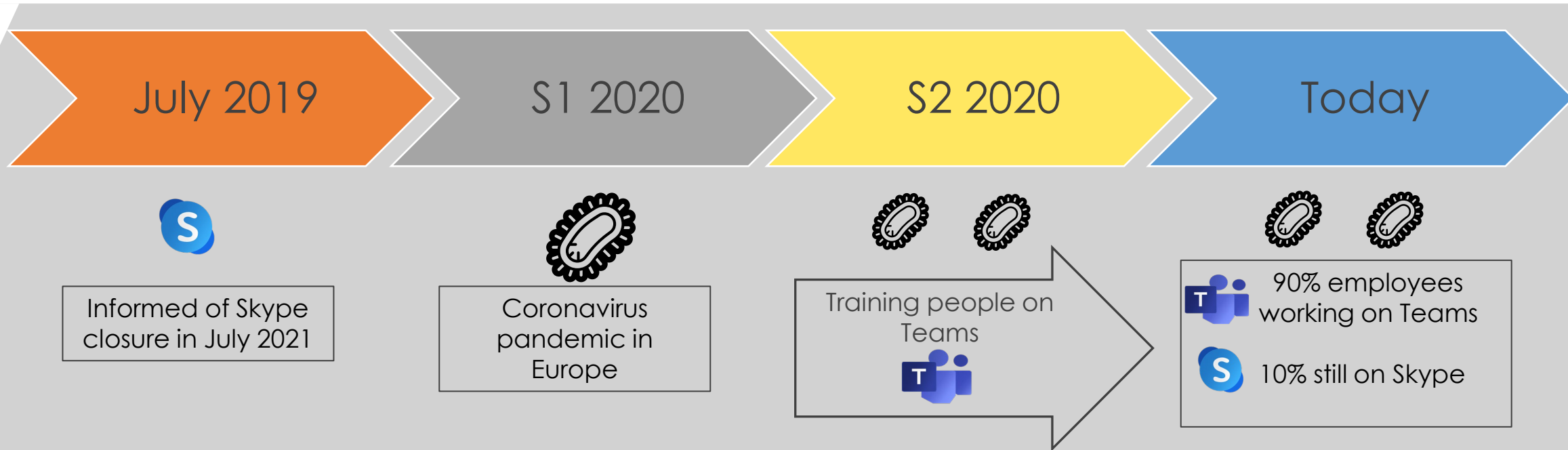


Training newcomers

Comm support

Project Plan – company 1

closed case



Project Plan – company 2

On going

9 Month deployment

2 Months
oct./nov. 2020

1 Month
dec. - 2020

2 Months
jan./feb. - 2021

4 Months
mar./apr./may
/jun. 2021

July 2021



- Preparing the draft recommendation
- Aligning deadlines and contributors
- Deploying Audit



Choosing Ambassadors



Training Ambassadors



Preparing campaign and comm media

Launching program



Group 1



Group 2



Program review

Launch
9th March

Key figures – company 1

closed case

6 months later



9
COUNTRIES
(except China)



72%
EMPLOYEES TRAINED



100%
ACTIVE USERS



77%
ACTIVE USERS
became the
main tool of
day-to-day
communication



45%
ACTIVE USERS
became the
"way to work"



43%
ACTIVE USERS



55%
ACTIVE USERS
became the place
to be informed

TODAY

Same



ALL EMPLOYEES HAVE AN ID



90%
ACTIVE USERS



NEED TO REALIGN

Key Learnings – company 1

closed case



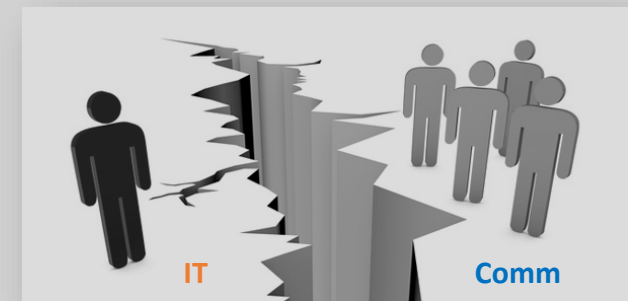
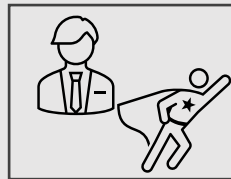
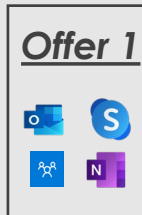
AUTONOMY



Managing Directors commitment



RESPONSABILITY



Not enough synergy



Q&A



Open discussion





Thank you!