

Communication in a stressful environment



Getting Fit for Work

Organisation:

Loisirs Enchères, France: part of 2017 top30 fast growing startups in Europe
https://thenextweb.com/insider/2017/05/18/tech30-2017/#.tnw_jRY9KLeo

"Benefiting from an external eye is a chance for optimizing managers' relationships with their teams, strengthening self-knowledge of each manager."

Thomas Boisserie, CEO

Summary

The company has developed a Dutch model of online leisure sales at auction. In a stressful environment of a high growth company, Communication has to be handled at the best.

Challenges

This e-commerce B2C website disrupts e-tourism market by selling holidays and leisures at auction to a large French audience. In 2 years, this company has hired 25 people, known more than 2500% growth rate. The management absolutely wants to stick on its core values, but the increasing work load might jeopardize individuals' health, solidarity among teams, and its capacity to remain smart and aware of the context evolution.



The F4BG Assessment

The diagnostic pointed out that practices could be developed to increase wellness at work.

The Solution

The management team of such a kind of company needs to take a step backward. Besides, we got keys to better communicate and handle communication in a stressful environment.

Results and Future Plans

The CEO of the company had a special follow-up in order to nurture its management and leadership skills. The management team of 5 people also took benefit from it to a certain extent. In the end, the entire team of 25 people ran a workshop to focus on one of the main risk at stake: how to work in an open space style office. The CEO realized that some stressful periods could be handled in a smoother way. The management team wants to be exerting a better leverage effect by transmitting a common vision to the rest of the team. The operational team realized how bad open space can be for the team mood when people are too noisy and share too much one's stress and anxiety.

"A company already in mobility of participative management and very naturally attached to well-being and performance. Nevertheless, actions to be taken to allow to take a step aside and to concentrate on the points needed to make growth more reliable".

Delphine Bourdier, Madaléla



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The project aims to help small and medium enterprises to improve performance and productivity using High Performance Work Practices, Wellness Practices and Business Growth Coaching.

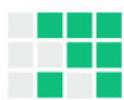


The team



The website and a TV coverage

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Leading By Example



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www.fit4businessgrowth.eu

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