

Evolving the commitment of Human Resources



Getting Fit for Work

Organisation:

OLIKROM: Intelligent pigment production, France

"Enrichment thanks to reading grids of Human Resources situations adapted to the growth context of a start-up"

Jean-François Letard, CEO

Summary

An inventory of management-employee relations and definition of the content of a collective day of reflection on the changes induced by growth.

Challenges

Olikrom has a little more than 2 years of existence, with favorable forecast and a team of about ten employees who are under 30 years old. The CEO wants to anticipate a possible imminent strong growth. The F4BG work is done in a spirit of reflection on the importance of human and collective dimensions at the level of the company.



The F4BG Assessment

Strengths: well-being at work is present, and communication is satisfying.

Weaknesses: Employee-manager feedback, employee support, career progression, and skills development.

The Solution

An overview of the existing situation (employee/manager relations and employees/employees relations), information flow, positioning of each person, measure of the degree of autonomy of each person in his / her position and the adequacy of managerial postures. Implementation of actions: 360 ° meeting and accompaniment of key employees and a collective day of reflection on the changes induced by growth.

Results and Future Plans

Collective awareness of the challenges and changes ahead. Involvement of leaders in the making. Organization of a seminar day with all employees.

Fit4BusinessGrowth is a project funded by the Erasmus+ programme.

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

«During the coaching process, Olikrom signed a partnership that will generate rapid growth and the need to raise the responsibility and skills of key employees»

Laurence Messenger, coach



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Leading By Example

For further information visit:

www.fit4businessgrowth.eu



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