



## AGENDA

# People Atelier: Fostering a Culture of Belonging in the Workplace

19.09.2023 AT 14:00 – 18:00 CET

## CONTEXT

The COVID-19 pandemic undoubtedly left lasting marks in the workplace, from the “**Great Resignation**” to “**Quiet Quitting**” businesses are facing low employee morale, decreased efficiency, high turnover and diminishing customer satisfaction.

Inside the companies, as a consequence, **Employee 3.0 emerges with new needs and expectations**, requiring business leaders to reconsider their approach to people, leadership and HR functions. According to [PwC's Workforce Hopes and Fears 2022 Survey](#), 65% of workers across 144 countries demand higher employers' **transparency**, more **safety** and attention to **social issues**.

Simultaneously, European policymakers are pushing for a “**Social Green Deal**” that recognizes the centrality of people in the journey to net-zero and the need for an inclusive “**Just Transition**”. As a result, the upcoming European **Sustainability Reporting Standards (ESRS)** will not only cover the environmental aspect but also the **social dimension**, including the company's workforce, supply chain, as well as communities and consumers. Depending on the size and type of business, these standards will become effective and **mandatory for companies as soon as 2024**.

The **PEOPLE Atelier series** “Get Ready for the Employee 3.0 & the Social Standards” will provide CSR Europe corporate members with insights on **how to effectively manage and retain Employee 3.0**. Through our 2 events, we will clarify the evolving concepts of **leadership and corporate culture** vital for success, redefine the role of the HR function, and navigate the ESRS while preparing for the smooth implementation of **Social Sustainability Reporting**.

## ABOUT THE EVENT

The Atelier 2, “Fostering a Culture of Belonging in the Workplace”, aims to accompany and empower corporate members to co-design **new strategies that put people at the centre of business transformation** to establish a culture of inclusion and belonging. This workshop is designed to be a hands-on experience enriched by best practices sharing and learning exercises on leadership, HR functions, and overall people management.

### Key learning points:

- Discover the trending results from the company survey shared during the first Atelier
- Deep dive into the necessary practices for companies to set up a **culture of belonging**
- Uncover the significance and potential of fostering an **inclusive communication in business landscape**
- Get familiar with theory and practice, via best practices sharing, work on case studies and concrete learning exercises

### WHO SHOULD ATTEND:

Policy makers, Sustainability, HR Managers, and Department Heads who are:

- Keen **to learn and understand if their current 'People strategy' will align with the evolving needs of the employees**
- Eager to adopt new HR strategies and operating models, that go way beyond the administrative side of HR
- Willing to acquire new leadership skills and a different way to manage the workforce
- Advocates of a **Social Green Deal**

## AGENDA

TIME (CET)	SESSION	SPEAKERS
14:00 – 14:30	<b>Registration</b>	<b>CSR Europe</b>
14:30 – 14:40	<b>Welcome and Introduction</b> <ul style="list-style-type: none"> <li>Summary of Session 1</li> <li>Agenda of the day</li> </ul>	<b>Bianca Pailloux</b> <i>Project Manager, People</i> <b>CSR Europe</b>
14:40 – 14:50	<b>The Starting Point: Your Inputs</b> <ul style="list-style-type: none"> <li>HR Readiness Tool presentation</li> <li>Review of Survey Results</li> </ul>	<b>Irene Paoletti</b> <i>Project Manager, People</i> <b>CSR Europe</b>
14:50 – 16:00	<b>Deep dive session part I</b> <ul style="list-style-type: none"> <li>Training on <u>High Level Commitment</u> (Area 1)</li> </ul>	<b>Sofie Vuerstaek</b> <i>Director</i> <b>Pulso Group</b>  <b>Petra Buyck</b> <i>Senior Consultant</i> <b>Pulso Group</b>
16:00 – 16:20	<b>Coffee break</b>	
16:20 – 16:50	<b>Deep dive session part II</b> <ul style="list-style-type: none"> <li>Training on <u>Workforce Retention</u> (Area 2)</li> </ul>	<b>Sofie Vuerstaek</b> <i>Director</i> <b>Pulso Group</b>  <b>Petra Buyck</b> <i>Senior Consultant</i> <b>Pulso Group</b>
16:50 – 17:20	<b>Inclusive Communication at the Workplace</b> <ul style="list-style-type: none"> <li>Training session on Area 3</li> </ul>	<b>Barbara Prendota</b> <i>Manager, People</i> <b>CSR Europe</b>
17:20 – 17:30	<b>Closing Remarks</b>	<b>CSR Europe</b>
17:30 – 18:00	<b>Networking Cocktail</b>	

## CONTACT

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