

MAKING ACCENTURE A TRULY HUMAN ORGANIZATION

Company name : Accenture

Activity sector : Activités de services administratifs et de soutien

Company category : Grande Entreprise

Description of the action

Accenture started with a multi-year journey to help employees be more and do less, with the objective to increase value and performance of our company, clients and society. We bring this to life by creating a “WOW” employee experience so that all our people, regardless of level or background, feel a sense of belonging and can be the best version of themselves, personally and professionally. More than an initiative, it is a mission which underpins our ambitious goal to differentiate ourselves on the market: by being the most innovative and the most human consulting firm in Luxembourg.

Context

Fired by youthful optimism and curiosity about the future, Accenture Luxembourg’s mission has been to create more value at the heart of our clients’ businesses and society by bringing better, fresher and more relevant ideas, driven by innovation. As business performance and the wellbeing of people go hand in hand, we have launched this to bring us together at the heart of a shared story and to touch every aspect of our organization.

Approach

To implement this truly human ‘spirit’, we empowered one dedicated and multi-disciplinary team from different departments, levels, backgrounds, genders, experiences and interests. Together, we are jointly shaping a new way of working and thinking that will support sustainable growth for our practice and our people in the future.

All people initiatives, such as Inclusion & [Diversity](#), Corporate Citizenship or Fit at Work, allow greater synergies, better focus on personal experience and represent the strong streams to achieve our goal.

The wellbeing of our employees remains a priority for Accenture. Our people are unique, and we want them to stay true to themselves.

Objectives

Our journey continues with three objectives in mind:

- **Optimize work time for our people and teams:** together we will explore ways to work smarter, not harder, and introduce even more flexibility in how and where we work. Our goal is to help our people find the perfect work life blend.
- **Empower people at all levels:** Managing Directors from Accenture have started their Leadership Journey and made a personal commitment to contribute to this change. Our goal is to leverage strengths of our people and empower them to speak up.
- **Give continuous feedback and recognition:** we all flourish when we are recognized or thanked for our work and achievements. Our goal is to make it a habit for all our people, so they can ask and give the genuine feedback to their colleagues.

Impact

With a new work regime to boost personal time off, we are tackling lost talent, attrition costs and work pressure. Collaborating with an internal coaching center of excellence, our managing Directors are following a leadership journey, walking the talk, inspiring our people to the truly human spirit. All Accenture employees were invited to participate in a one-day session with the goal of helping each of them being the change they want to see at Accenture. They focused on how to be truly human by balancing the wellbeing of their body, mind, heart and soul. Thanks to this, 90% became more aware of the value of relecting their micro change and committing to changing their way of working.

« To do »

- Continue to speak up - the voice of every person is important.
- You are responsible for the lines, you draw. Draw them.
- Be in the moment to better focus on what is important.

« Not to do »

- Do not wait for the change to happen to you, but rather make it happen through you.
- Do not be judgmental or condescending: the story of each person is different.
- Avoid generalizations: different people may have different backgrounds or opinions.