

# TRAINING TO SUPPORT EFFORTS TO ESTABLISH A SENSE OF BELONGING FOR EVERYONE

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**Company name :** LA MONDIALE EUROPARTNER SA

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

### Description of the action

Our training plan includes a strong emphasis on well-being at work for this year, and the availability of training on non-violent communication and assertiveness for key staff.

### Context

La Mondiale Europartner SA is an insurance company focussed on clients outside Luxembourg, part of the AG2R LA MONDIALE group. Our parent company, strongly anchored in the mutual and paritarian traditions, is strongly committed to the promotion of [diversity](#) and inclusion.

### Approach

It's important for the [diversity](#) and inclusion work to be owned by all senior staff and not seen as an HR project. This is why it is important that senior staff, managers and team leaders understand the importance of [diversity](#) are able to explain why it's important and to avoid approaches which might create a sense of exclusion. This is why our training plan is designed to give people the skills that they need to build inclusive teams.

### Objectives

[Diversity](#) and inclusion are critical, and require that all staff can feel the same sense of belonging. This is a win-win, because it's ethically right and better for the staff, and it removes a barrier to staff engagement and creativity (staff who feel excluded will not be as engaged as those who feel themselves to be part of the team).

### Impact

Increased [diversity](#) at different levels in the organisation.

### « To do »

Plan training early in the year.

### « Not to do »

Don't downplay the important of soft-skills training.