

SKIP LEVEL MEETINGS

Nom de l'entreprise : J.P. MORGAN ASSET MANAGEMENT (EUROPE) SARL

Secteur d'activité : Activités financières et d'assurance

Catégorie de l'entreprise : Grande Entreprise

Description de l'action

Communication exchange between senior and junior employees (skipping the direct managers)

Contexte

Ensure a more transparent and fluid communication irrespective of hierarchical levels

Objectifs

Encourage communication across hierarchy, across various business units Enable senior executive to hear direct feedback on diversity equity and inclusion from more junior staff

Approche

Invitation of a group of 20/25 employees taken randomly across various business units to discuss with a representation of the executive management on various topics (such as DE&I)

Impact

Open feedback and ideas gathering to improve communication channels,

« A faire »

Ensure you have a fair representation of participants across hierarchical level and various business units Encourage dialogue by prompting some questions / participants with diverse background Ensure you have a series of sessions to gather a fair sample of the employees

« Ne pas faire »

Avoid having only a Top Down way of communication