

# ENERGIZING WOMEN IN OPS.

**Nom de l'entreprise :** ArcelorMittal

**Secteur d'activité :** Industrie manufacturière

**Catégorie de l'entreprise :** Grande Entreprise

## Description de l'action

This empowering female only coaching and personal development programme is delivered in a safe environment with external specialist facilitation. The participants have the opportunity to share their deeply personal journey alongside a group of hand-selected colleagues across the segment.

## Contexte

ArcelorMittal would like to support women to gain confidence to take higher role in the company. To do this, we have designed with an external consultant a specific coaching program for them.

## Objectifs

Provide to our women, especially the one based in operations (Ops.), the support they need to achieve their career ambition.

## Approche

Over 5 months: 1 kick off meeting with CEO segment, 4 modules of one hour (pre work to be done) and closing session with special guest.

## Impact

We have launched this program in 2021 for our sites in Luxembourg (50 women) and the results were not only visible on the feedback survey but as well as the number of women who have applied later on higher roles available in the Group. Thus, we have decided to deploy this training across the segment (250 women) in Europe in 2022.

## « A faire »

Get a strong ambassador in each country Keep the dynamic of the Group and keep them engaged to the program by sharing articles and videos on Teams Group