

# "THE FLOOR IS YOURS"

**Company name :** BANQUE INTERNATIONALE À LUXEMBOURG

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

**Company category :** Grande Entreprise

## Description of the action

Through the initiative "The Floor is Yours," we create an honest and respectful space where trust is paramount and employees can share their personal experiences and thoughts and discuss specific themes (invisible handicaps, single-parenting, adoption, peer support..) that are dear to them.

What we offer during this session:

- A space for exchange: a place to dialogue, share experiences, and discuss everyday issues related to some specific topics
- A place of kindness: this discussion takes place in a trusting environment, without judgment, where listening and sharing are at the heart of the exchanges.

## Context

Speak Up Culture

## Objectives

Give the employees the possibility to speak up in a safe space

## Approach

Create a safe, honest and respectful space to share experiences

## Impact

At BIL, we strive to cultivate an environment where everyone can feel welcomed and valued.

## « To do »

Leave space for open discussion during the sessions and facilitate the exchanges if needed.  
Appoint a facilitator for the discussion so to ensure that there are no gaps in the discussion.  
We also prepare some slides as food for thoughts to help for the exchange.

## « Not to do »

Since the purpose is to give the floor to the employees, we recommend not to prepare too much support document in advance so to ensure all employees have the possibility to play their part