



*Promoting gender equality, advancing the economy*

29 November 2018

***JUMP***  
***Corporate Hub***

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*Agile and flexible work models:  
What impact on gender equality;  
How to make them sustainable?*

[WWW.JUMP.EU.COM](http://WWW.JUMP.EU.COM)

- The JUMP Corporate Hub is the network of corporate diversity officers dedicated to the exchange of best practices on gender equality at work
- Thank you to our host!



- Welcome by Marta Pogorzelska, Accenture
- Introducing the speakers & participants, by Sara Goyens, JUMP
- Expert presentation by Natalie Wilkins, Co-founder and Managing Partner at Thriving Talent
- Company testimonial by Erwin Ollivier, General Manager at Athlon Belgium
- Company testimonial by Kristien Van den Branden, COO at Accenture
- Q&A with the audience
- Coffee break & networking
- Best practice sharing facilitated by Sara Goyens, JUMP
- Wrap up and closing by Christine Cecil, JUMP



## GUEST SPEAKERS



**NATALIE WILKINS**

Co-founder and  
Managing Partner  
Thriving Talent



**ERWIN OLLIVIER**

General manager Athlon  
Belgium, Winner of  
Wo.Men@Work award 2016



**KRISTIEN VAN DEN  
BRANDEN**

COO  
Accenture



### Accenture

Marta Pogorzelska

*Solution Architect and Inclusion & Diversity Lead*

Francine Gordon

*Talent Strategist & Human Capital Lead BeLux*

### Baxter

Jennifer Olivero

*HR Manager*

### Deloitte

Tanya De Laet

*Talent Development Manager*

### Euroclear SA

Vanessa Pletinckx

*HR Project Manager*

### Euroinvest management

Martine Vandenpoel

*Independent Director Member  
of the Remuneration*

### European Commission

Ewa Zmyslona

### IEFH

Carla Rijmenams

### Infrabel

Leslie Buyle

*Senior Communication Advisor*

Claudia Garcia

*Reputation Manager*

### ING

Kristel Tielemans

*Agile-coach*

### National Bank of Belgium

Sanne Vandebeek

Maïté De Sola Perea

*Economist*

### PeterLily SPRL

Pascale Postula

*Managing Partner*

### SAP Belgium

Veerle Van Puyenbroeck

*Senior Account Executive*

### Stibbe

Inge Lamberts

*Head of HR*

### 3PlusInternational

Dorothy Dalton

*Talent Strategist*

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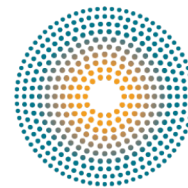
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Expert Presentation



## Natalie Wilkins

Co-founder and Managing Partner  
Thriving Talent



**ThrivingTalent**





**FLEXING  
WHERE**

**FLEXING  
WHEN**

**FLEXING  
HOW  
MUCH**

### FLEXING WHERE

- Telecommuting - part or all the week
- Working across different offices
- Mobile working from a variety of locations (remote work)

### FLEXING WHEN

- Flexible start & finish times
- Annualised flexibility (e.g. term time)
- Core hours
- Compressed hours
- Shift work

### FLEXING HOW MUCH

- Part time hours
- Job sharing / splitting
- Unpaid leave



**Bigger  
pool of  
candidates**

**Improve  
retention +  
motivation**

**Optimise  
Skills**

**Increased  
Productivity**

**MORE  
FEMALE  
LEADERS**

**DECREASE  
BUSINESS  
COSTS**

**ECONOMIC  
GROWTH**

**KNOWLEDGE  
TRANSFER**

**CARBON  
FOOTPRINT**

**WELLNESS**





**LEGAL  
COSTS**

**INSURANCE  
COVERAGE**

**PRODUCTIVITY**

**COLLABORATION  
+  
ENGAGEMENT**



**MANAGEMENT  
ATTITUDE**

**FEAR OF  
THE  
UNKNOWN**

**SECTOR  
LIMITATIONS**

**CUSTOMER  
SERVICE  
REQUIREMENTS**

### ASSESS

How much of your office or plant footprint is actually in use at a given moment?

Observe and listen to employee needs.

### CLEAR POLICIES & ENABLERS

When it's acceptable to be away from the office—and when it isn't.

Develop a meaningful set of flex work options from which they can pick and choose from.

How compensation & promotion decisions are handled when working flexibly.

What technologies will support work and collaboration.

### EMPOWER & EQUIP LEADERS

Proactively train leaders and managers, giving them the confidence, skills and tools to lead flexible teams effectively.

Empower them with robust performance management processes and defined metrics.

### CHALLENGE THE STATUS QUO

Actively encourage uptake and make working flexibly the standard for every role, including leadership level.

### GENDER NEUTRAL

Challenge the stereotypes that persist.  
Ensure flexible arrangements are working successfully for both women and men.

### MEASURE SUCCESS

Demonstrate proof of the potential to progress one's career.

Set targets at an organisational level to accelerate behavioural change.

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Company Testimonials



**Erwin Ollivier**

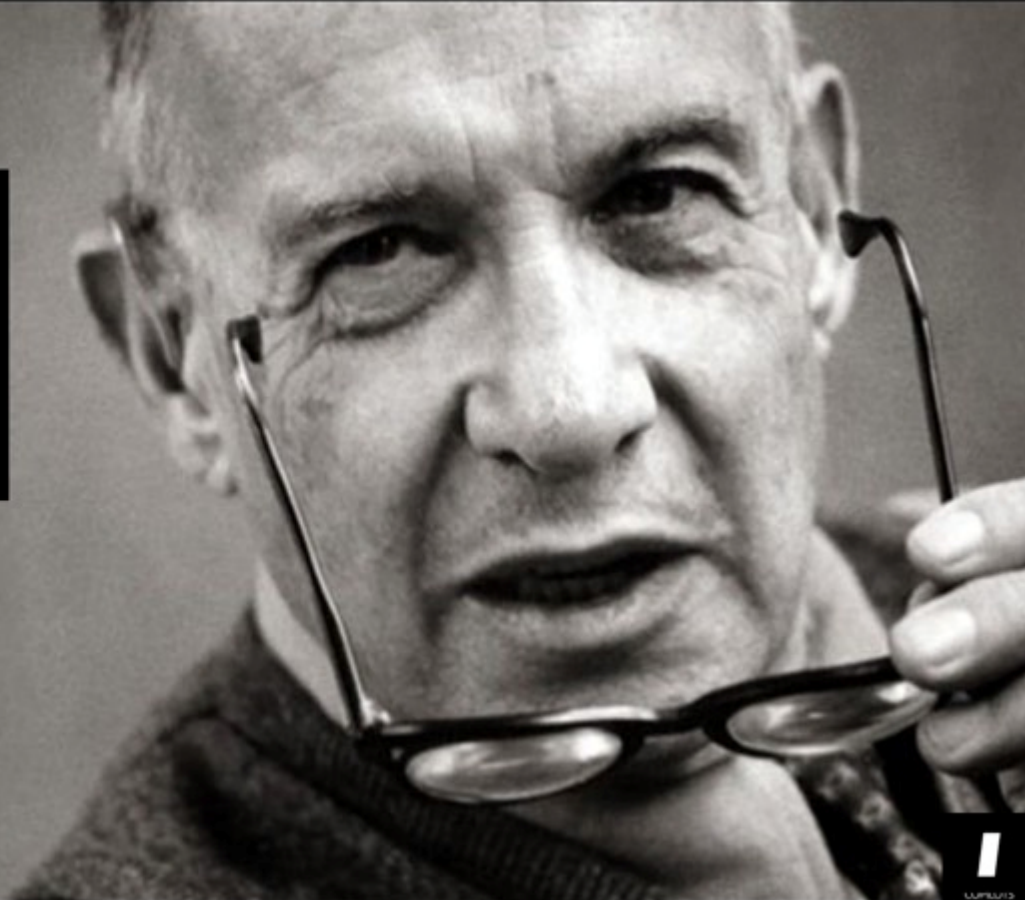
General Manager  
Athlon Belgium



- My supervisor creates an environment that is trusting and open 3,97
- Everyone at this company is treated fairly, regardless of ethnic background, race, gender, age, disability or other differences not related to job performance 4,05
- My company provides me with the opportunities to balance my work life and personal life 3,96
- I can be flexible with regard to when and where I work to the extent that operational demands allow 4,24
- My supervisor helps me to be flexible with regard to when and where I work to the extent that operational demands allow 4,22

## CULTURE EATS STRATEGY FOR BREAKFAST

Peter DRUCKER





- Tone from the top – practical rules
- A culture of give and give
- Care for your people
- Thanks to gender equality flexibility also benefits the male population





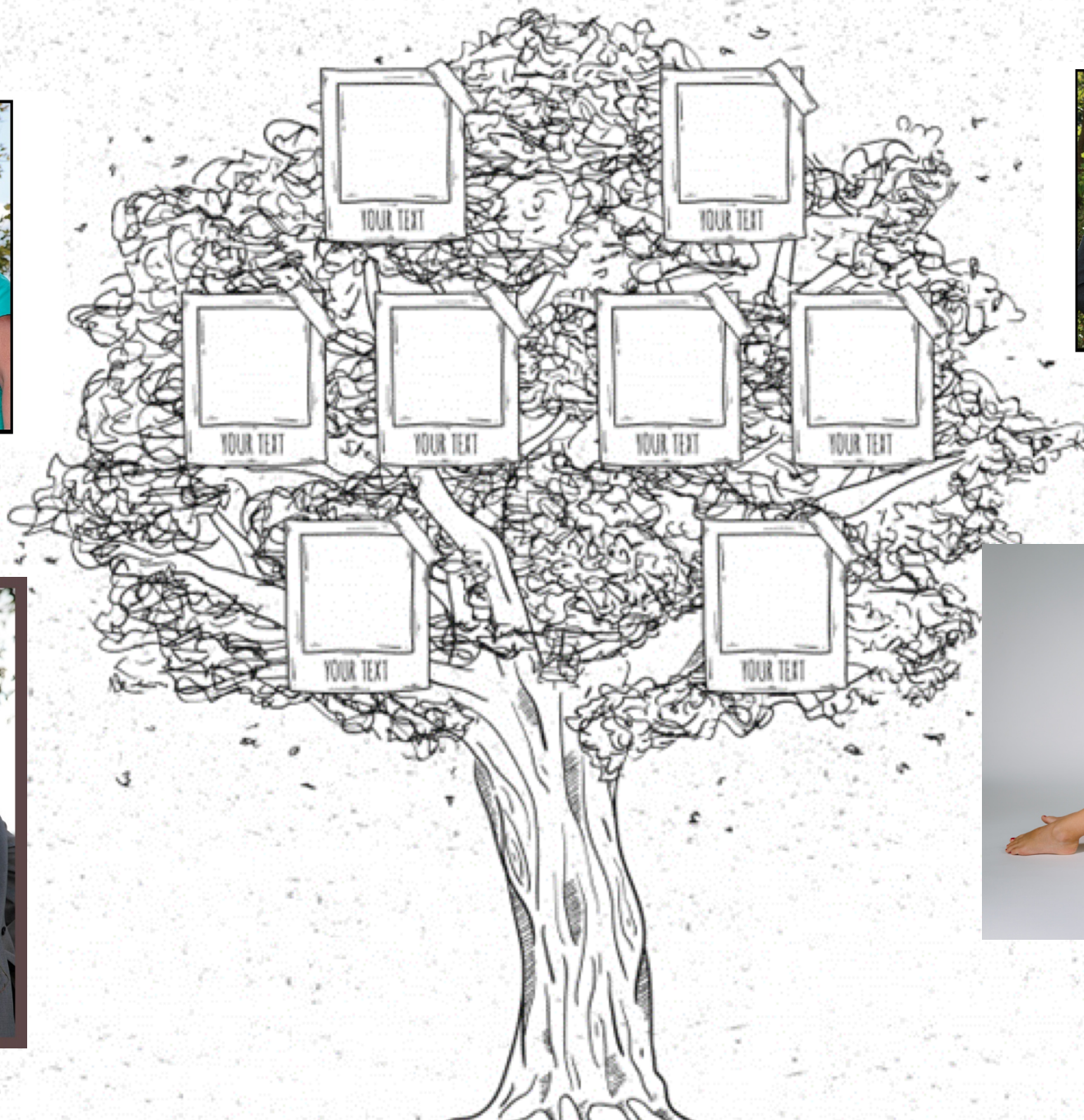
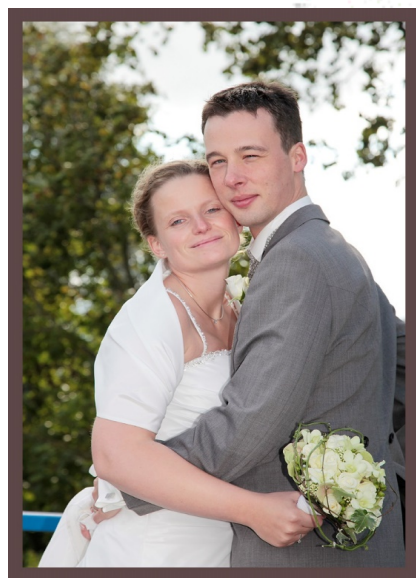
**Kristien Van den Branden**

COO

Accenture







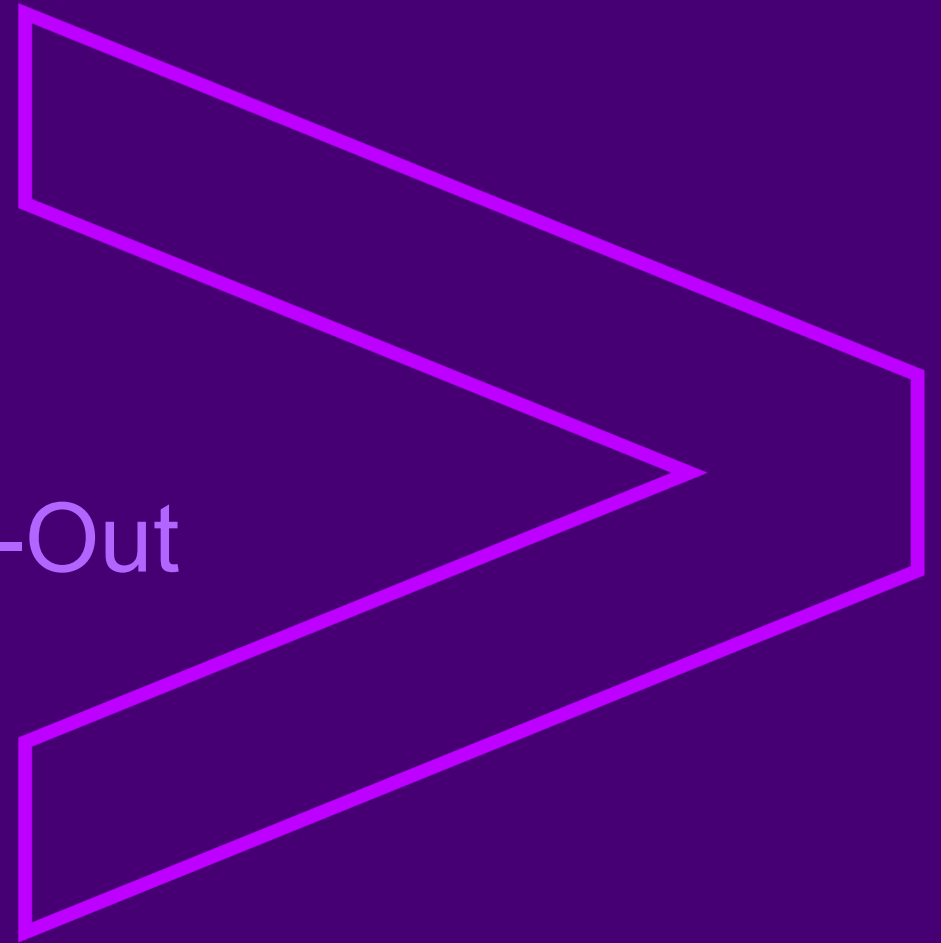




*"I truly believe that the single most important career decision that a woman makes is whether she will have a life partner and who that partner is."*

*- Lean In*

- Part time Work schedule
- Parental Leave
- Returning to work after Burn-Out
- Flexibility in work Location

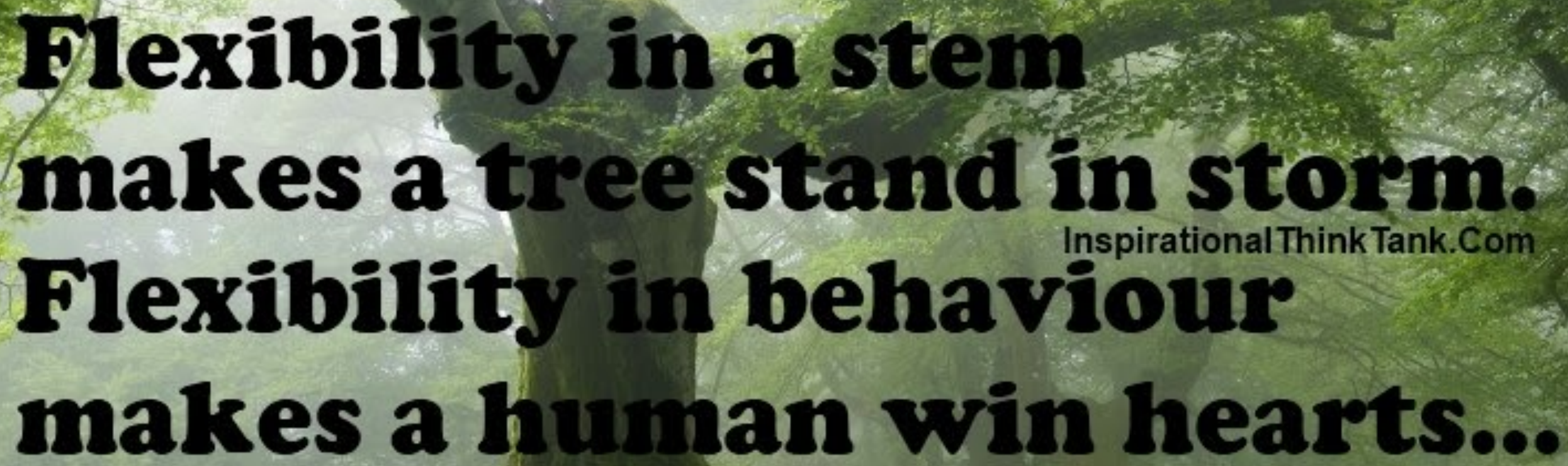


"I have never  
tried that before,  
so I think I  
should definitely  
be able to do  
that."

*- Pippi Longstocking*







**Flexibility in a stem  
makes a tree stand in storm.**  
InspirationalThinkTank.Com  
**Flexibility in behaviour  
makes a human win hearts...**



A person stands on the peak of a rocky mountain, looking out over a vast landscape of rolling hills and mountains under a sunset sky. The person is silhouetted against the bright horizon. The foreground shows the rugged, rocky terrain of the mountain peak.

**ARE WE WHERE  
WE WANT TO BE?**



# INNOVATION



**To change and improve the way  
the world works and lives**



# **BELONG.BE.YOU**

**We aim to offer a WOW employee and customer experience where all individuals, regardless of level or background, feel a sense of belonging and can be their best self, to unlock value for themselves, our company, clients and society**

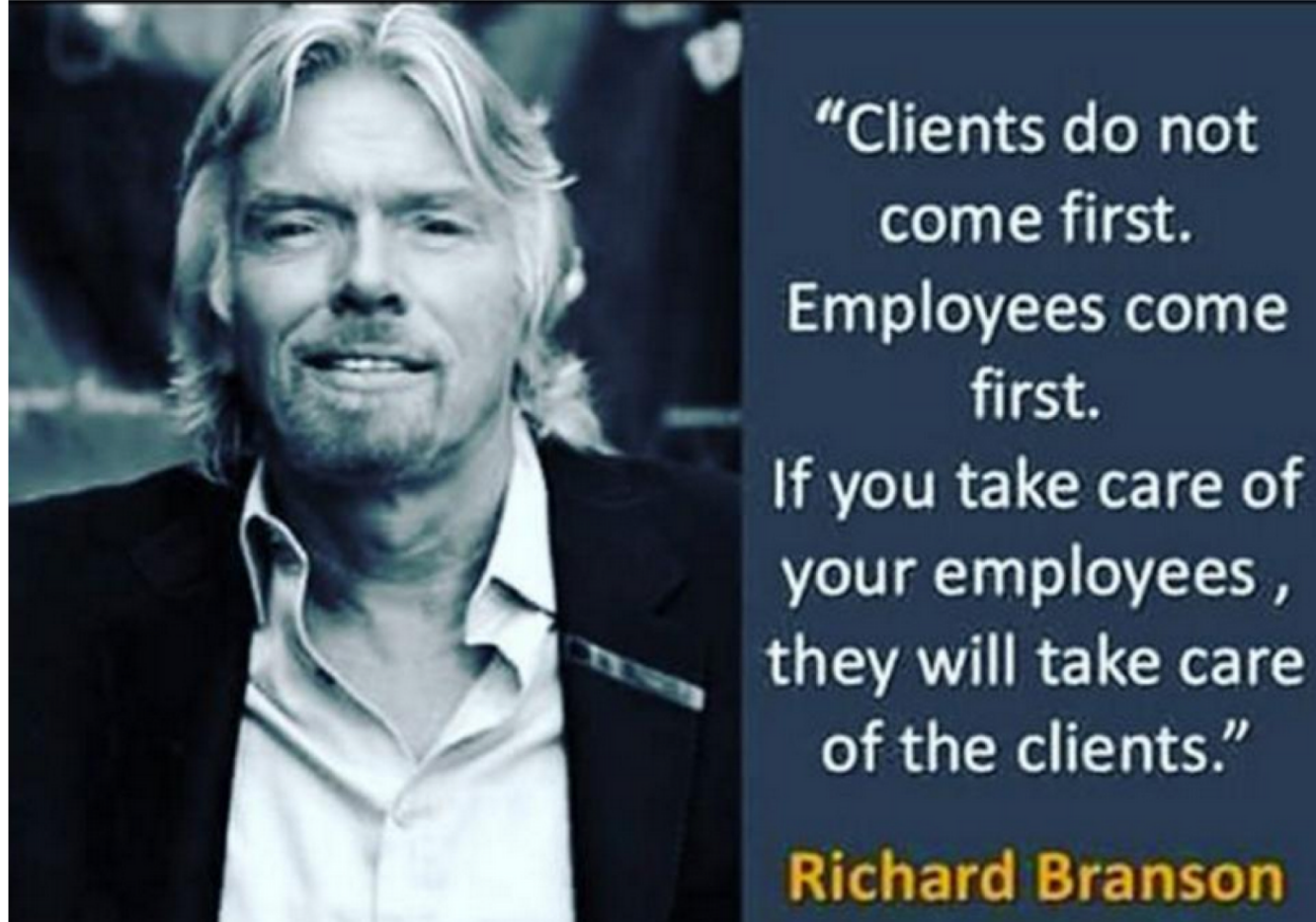
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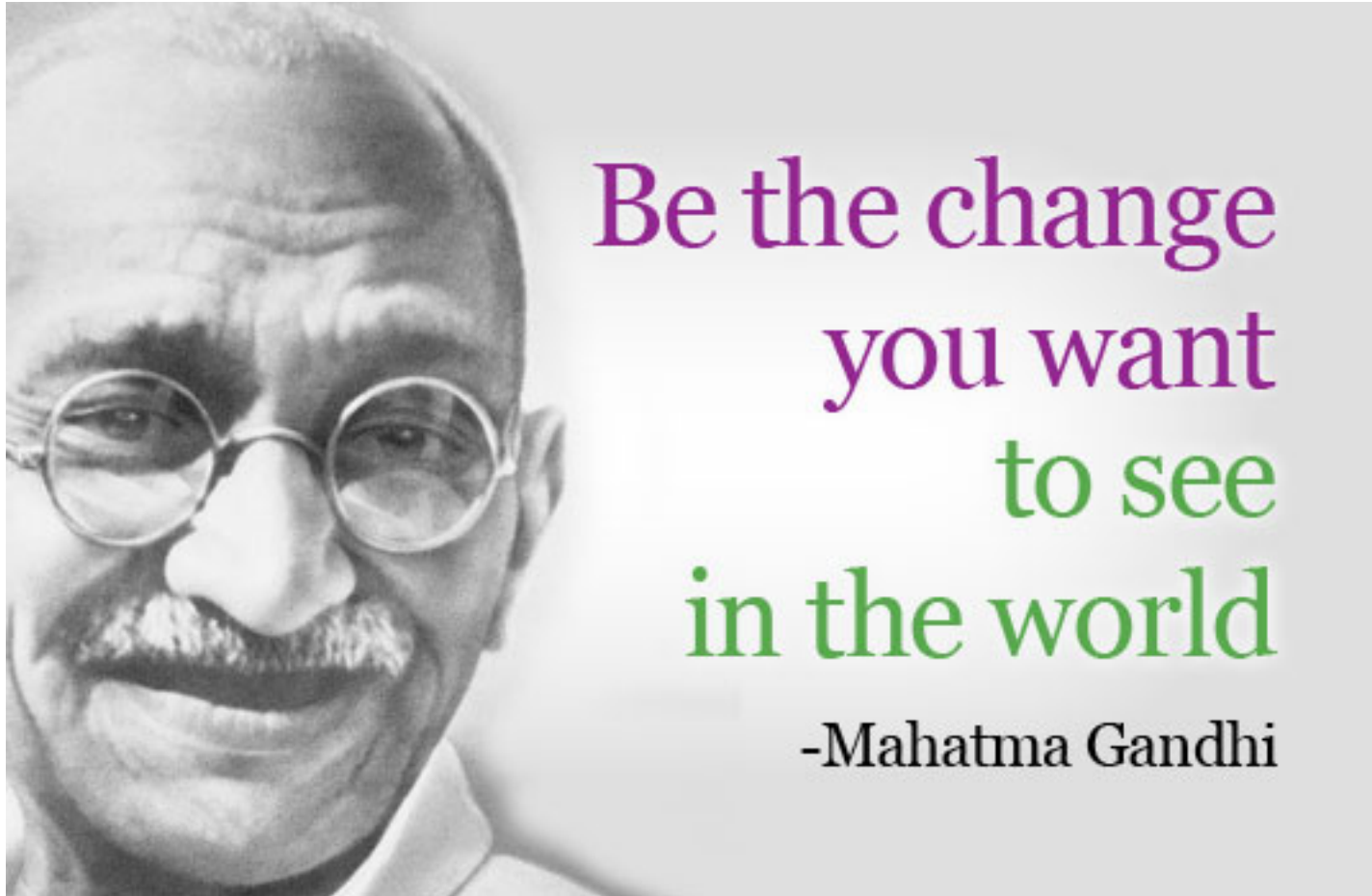
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Best practice sharing session





How to become more inclusive by catering for all, very diverse, flexibility needs?



Set the tone!

How are you  
leading the way  
today?



# Forget about balance!

## How are you integrating your work into your life?

- How to make new work models **sustainable**?
- How to involve your people and **co-create** flex working conditions?
- What about face-time and **informal access** to mentors & sponsors in the NWOW?
- What if you go on a PT schedule, but the **workload** remains the same? Do we accept to be paid less for more **freedom**?
- Companies are nowadays hiring Chief Happiness Officers or well-being managers. What should be their focus?
- ....





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7 June 2018

## ***JUMP Corporate Hub***

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Wrap-up

# JUMP

JUMP Forum Brussels 26 March 2019  
Save the date!



HOSTING PARTNER

proximus

## Guest speakers:



**Emile Servan Schreiber**  
Author of  
« Supercollectif »



**Dominique Leroy**  
CEO Proximus and  
member of the Board



**Alexander de Croo**  
Deputy Prime Minister and  
Minister of Development  
Cooperation, Digital Agenda,  
Post and Telecom



**Monic Buhrs**  
Author of « Stratego for  
women », Co-founder  
In Touch



**Bill Proudman**  
Founder White Men as  
Full Diversity Partners

[WWW.JUMP.EU.COM](http://WWW.JUMP.EU.COM)

**14th February 2019**

**Do's and don'ts for building and evolving your diversity network strategy for success**

Guest speaker:

**Veronika Hucke**, Diversity expert, D&I Strategy & Solutions, author of « Unconsciously biased: employee networks 4.0 »

**14th May 2019**

**Customized career paths: how to manage the different career phases for more gender balance**

Guest speaker:

**Avivah Wittenberg-Cox**, CEO 20-first, author of « Why women mean business »

**26th September 2019**

**How to drive cultural change and build allies for gender balance**

**28th November 2019**

**Inclusion and well-being at work : building a workplace free from sexism & unacceptable behaviours**



**Want to share a company testimonial?  
Want to host a session?**

## For whom

HR and talent managers,  
business managers, managing  
directors of organisations

## Objective of the booklet

Identify and combat sexism in  
the workplace.

## How

Practical toolkit filled with rich  
information and concrete  
solutions

Comprendre	Se tester	Agir
Convaincre votre direction d'agir	Quick scan dirigeant.e.s	Check-list pour un plan anti-sexiste
Repères et définitions	Quick scan RH	Ringardisez le sexisme : le rôle des managers
identifier le sexisme ordinaire	Quick scan managers	Partenaires sociaux et syndicats : vos allié.e.s
Débusquer l'ennemi : stéréotypes et biais		Soutenez victimes et aux témoins
		Les lois qui combattent le sexisme
		Découvrez les bonnes pratiques en entreprise

- Don't forget to fill in the **evaluation forms**
- Did you like our speaker? **Contact JUMP** and we'll be happy to connect you with Nathalie.
- **Want to host a session in 2019 – let us know?**
- **Give us your ideas** of other sessions you'd like in the future!

**Thank you and see you next time!**

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Thank you and see you next time!