



ATOLO

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Inspiring organisations where people have impact

A large crowd of people is shown from behind, silhouetted against a bright, warm light source, likely the sun. The scene is filled with a golden glow, and the people are densely packed, filling the frame. The text "The Age of Human" is overlaid in the center in a white, sans-serif font.

The Age of Human



Values, a strategic tool



Action

Incorporation of individual's values
into the recruitment process

Objective

Recruitment
Inclusion
Connecting to EASI values
belonging

How

Are you tired of those job interviews where you feel viewed and assessed from above? We too! For us, a job interview means the start of your onboarding process. A job interview is an open, honest discussion in which both parties can win. During the application process, you will have the same chance to get to know us as we do to get to know you. After - usually - 3 interviews and possibly an extra phone call with one of our colleagues if you wish, we will make a detailed proposal without surprises.

We also regularly try to move away from the traditional recruitment path. For example, we regularly organize original recruitment days where you can highlight yourself in a different way. Follow us through our social media channels to stay up to date with the upcoming dates and take your chance!

**Best
Workplaces™**

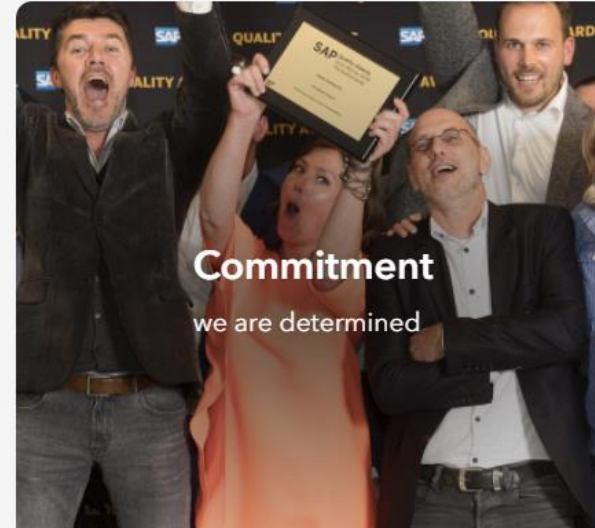
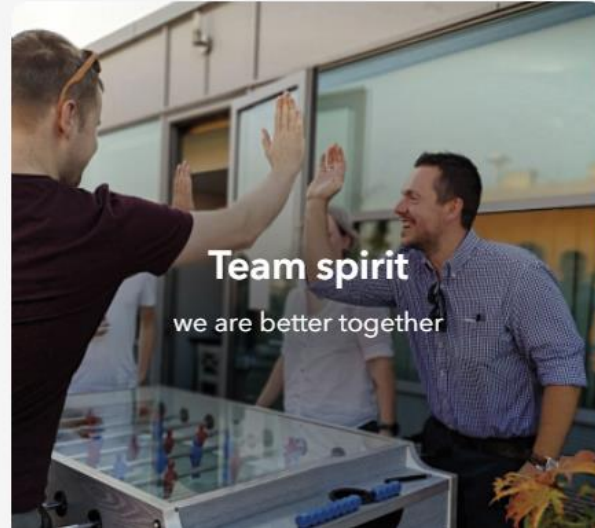
**Great
Place
To
Work®**

**BELGIUM
2021**



our values

These 5 values are the backbone of our identity. They stand as guiding principles and have become a living part of our day-to-day work. Our values greatly influence our interactions with our colleagues, our customers and **our broader environment**. They help ensure that **all #peopleofdelaware feel they belong**.



Action

During the onboarding process, CEO insists on being the one to explain how their values have made them who they are.

Objective

Engagement
Inclusion
Connecting to EASI values
Belonging
Performance

X

Action

To create a space of openness, trust and collaboration.

Objective

Improve collaboration among different groups

Create a space of psychological safety



LOMBARD ODIER

INVESTMENT MANAGERS

Action

Values work during a woman leadership course

Objective

Engagement
Inclusion
Belonging
Resilience
Improve people skills





Driven by people

We have been driven by people from the very start. From our humble beginnings in languages to where we are today. Experience, expertise, energy... are all reflections of the quality our people bring to work everyday. But being themselves and bringing all of themselves has always been the main focus. This is what allows our people to drive us forward and we are grateful in sharing that common vision. This vision leads us to you, our partners. Your people place their trust in us and we are committed to supporting you in reaching your goals. We are dedicated to surpassing the standards and, together with your people, in doing whatever it takes to driving success for your organisation.



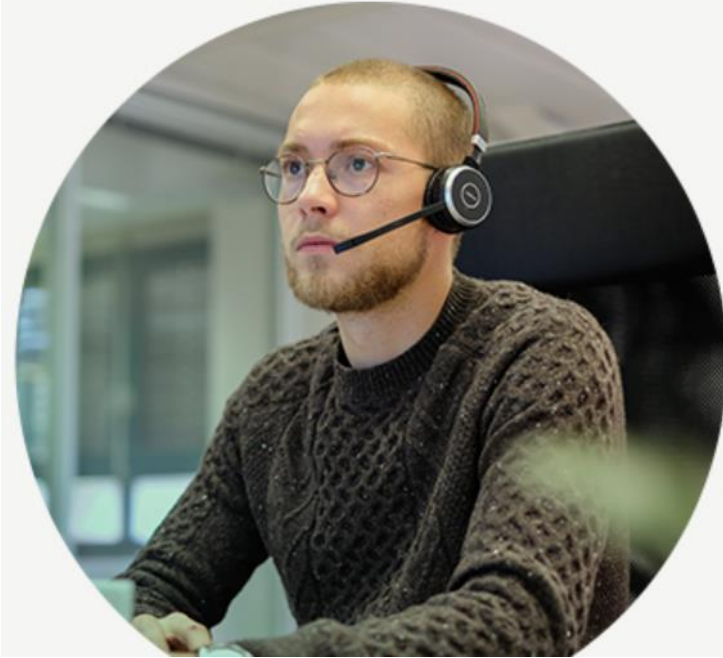
Action

Team Workshop

Objective

Improve Collaboration
Increase performance
Increase innovation





Our **mission**

« **To improve the lives of our clients** »

Every client is unique, each project has its merits, all requests require our full attention.

Supporting our clients, responsibly and with intent, so that their projects become reality. The bottom line should be that their loan brings added value to their lives.

Milenia and its team members contribute to this ideal on a daily basis.



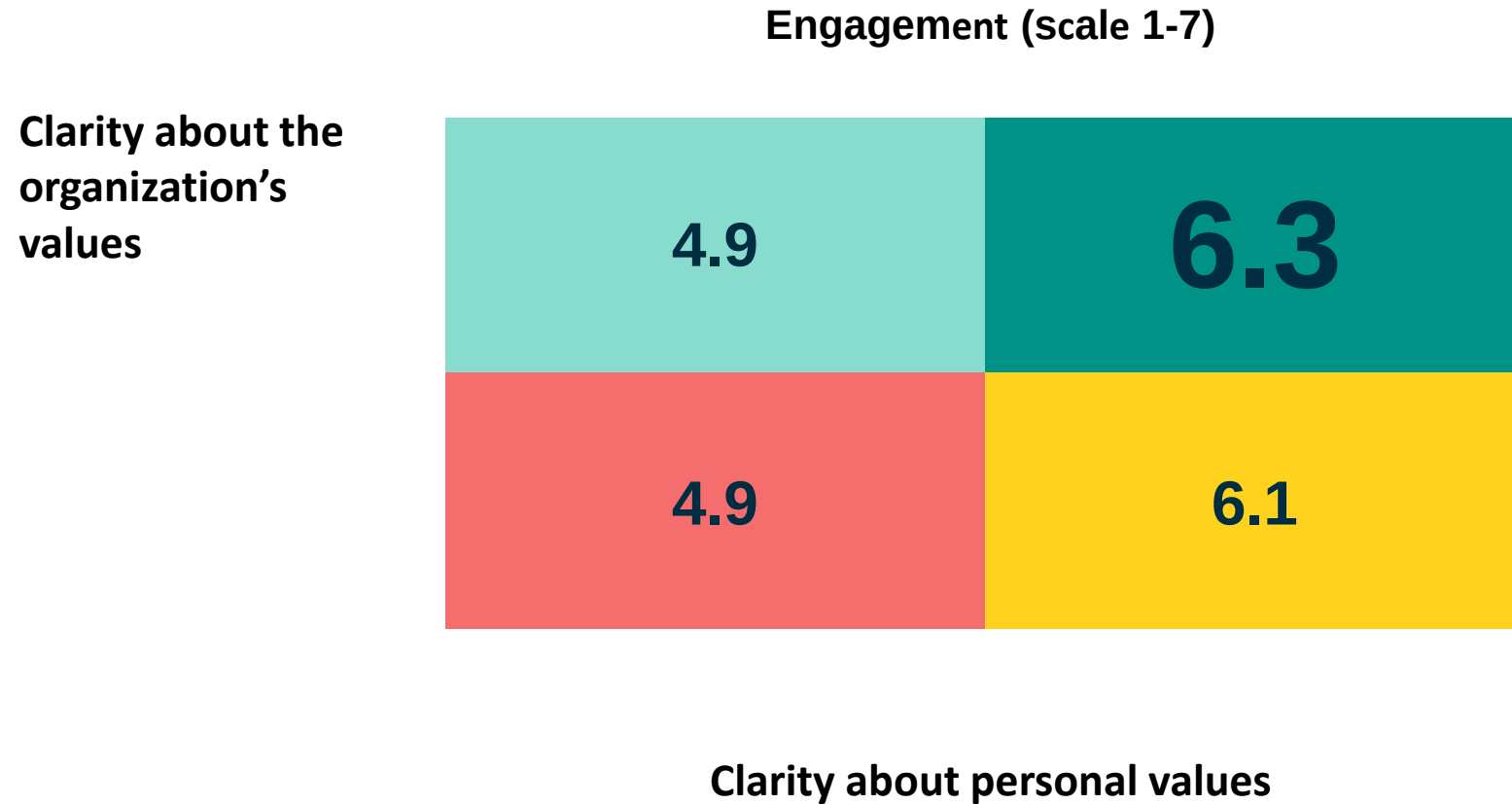
Action

1. Process followed by management
2. Team Workshops
3. Follow up periodical coaching

Objective

Create a culture of initiative and accountability
Improve performance
Encourage growth
Define a flatter management style

Self-Awareness as a key to engagement



Source: Posner & Schmidt: Congruence and the Differences Between the Interplay of Personal and Organizational & Value Systems & Vveinhardt & Gulbovaite; Models of Congruence of Personal and Organizational Values (2017)

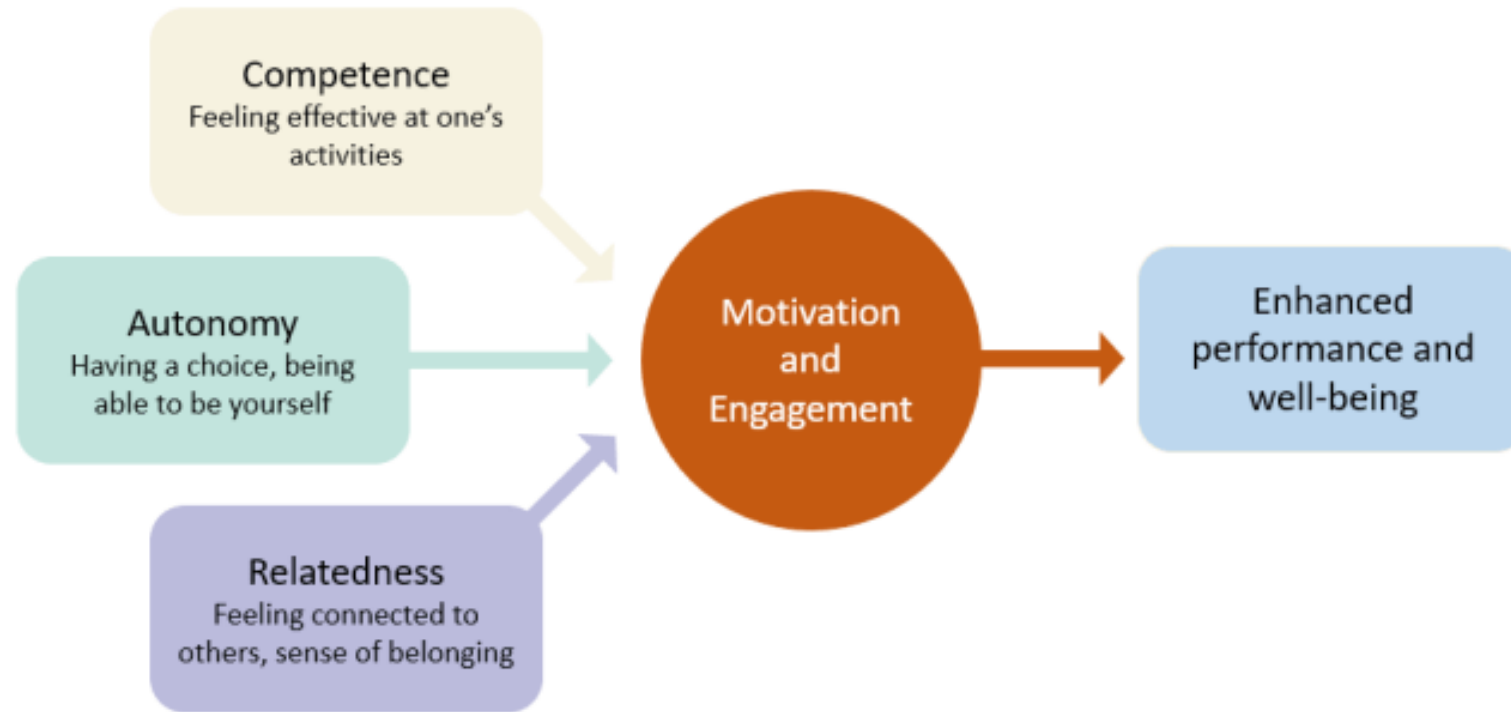
Inclusion and sense of self

An inclusive workforce is an environment where all individuals feel that they belong, valued for who they are and are appreciated for their unique strenghts and talents.

(Nishii, 2013)

Motivation and Engagement

Self-determination Theory (Ryan & Deci, 2017)



Working with values generates other positive outcomes

Psychological safety

Positivity and Appreciation

Openness and trust

Innovation

Disruption

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Values in Action

Visit the Atolo stand for more info!