

Business Case

Reinforce employee engagement over time



PIAGET

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Business case : Piaget



Strategic objective: building on the past and remobilizing for the present challenges

Objective: Reinforce employee engagement over time

Scope: 70 volunteers out of 450 employees – 2 HQ and manufacturing sites

Duration

- 6 months
- 2 consultants
- 1 to 2 days/week

Phase 1 Quick win

Remotivate
Communicate
Decide
Execute

Objective

- Get the project back on track
- Moving from complaint to action
- Deliver - Communicate - Deliver - Communicate ...

Phase 2 Mid-Long term

Analyzing root causes
Propose – implement

Objective

- Dealing with the deeper and structural dimensions of perceived suffering
- Accept what you can't change and impact what you can



Results:

100% quick-win

100% larger changes initiated and relayed to the organization

Boost : statut Général des projets PLO 

	<p>Réalisés</p> <ul style="list-style-type: none">- Car wash- Massage- Salon de Beauté- Visuels Boost- Les passionnés- Kit Hydratation- Commande de Goodies <p>Relayé à l'organisation</p> <ul style="list-style-type: none">- Gouvernance PSC		<p>Réalisés</p> <ul style="list-style-type: none">- Qualité de vie Manuf- Travaux salle Fumeur <p>NO GO</p> <ul style="list-style-type: none">- Espace Fumeur extérieur- Product Lab <p>Relayé à l'organisation</p> <ul style="list-style-type: none">- Workplace 4.0
	<p>Réalisés</p> <ul style="list-style-type: none">- Home Office- Plages horaires		<p>Relayé à l'organisation</p> <ul style="list-style-type: none">- Réunions- Organigrammes- Valeurs