

The background features two stylized human figures. The figure on the left is green, and the figure on the right is blue. They are composed of simple shapes: a circle for the head and a rounded, inverted triangle for the body. The figures are positioned behind the main text.

Building  
together  
an **inclusive,**  
**responsible**  
**and serene**  
workplace.



**HUMAN & WORK**

Presentation of the group

[www.humanandwork.com](http://www.humanandwork.com)

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## David Mahé

CEO - Founder  
of the Human & Work Group

# Editorial

The world of work has never been in such disarray. Until today, labour (r)evolutions were brought about by technological or industrial advancement, over different lengths of time: robotisation of manufacturing processes, widespread use of computers, the arrival of the Internet, then the digital explosion and, in just a few years, the digitalization of a large number of activities.

But a grain of salt, in this instance, a virus that nobody would ever have imagined, began the current transformation. The Covid pandemic served as a catalyst for shifts in the world of work. By limiting physical contact, it accelerated digitalization and encouraged us to rethink our organization at work. By forcing the entire world to pause, it also allowed us to take a step back. What place do we want to give work in our lives? What is the purpose of work, of my work? What is my relationship with the company, and with my colleagues, what are my expectations? What role must or can companies play in society? And especially, what are men and women's places in the workplace? **As this is the exact great change we are experiencing today: the comeback of human beings to the center of the game.**

In the waves of aftershock created by this pandemic which continues to live on, the war in Ukraine, the energy crisis, social conflict and not to forget the 2022 heat wave have our old convictions trembling.

We are looking for meaning. In the workplace, this is visible through a kind of dichotomy: the 'great resignation' observed in the United States, or more recently *quiet quitting*, referring to people who are no longer invested in their work. But there is also an extremely high expectation, notably on behalf of the young generations, for companies to commit to society, this desire to have an impact that they didn't necessarily have until now. **In addition to a company's own activities, it must be useful to the world and the stakeholders it interacts with.**

At Human & Work, we know to what extent these new requirements can be complex for companies and their executives. **With our customers, each day, we work to reposition human beings at the summit of corporate strategies and to build the future of work: an inclusive, responsible and serene workplace.**

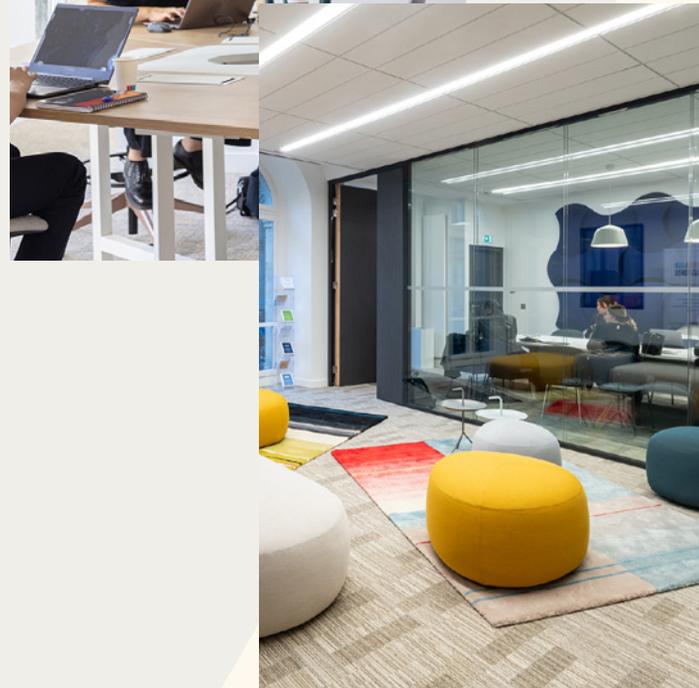
# The Human & Work Group

Our  
**purpose**

“Building together  
an inclusive, responsible  
and serene workplace.”

**The first European advisory group dedicated to the challenges of Human at work,** Human & Work helps HRMs to take care of their teams and their organizations. With offices in France, Italy, Spain and Germany, the group's 255 staff members support over 1,000 companies and their 8 million employees throughout the world.

Thanks to our multidisciplinary team, Human & Work provides unique expertise regarding mental health in the workplace, diversity and inclusion, managing careers and developing leadership.



## Our **DNA**

We are experts of Human at work

Our leadership relies on:

- A hyper-specialization policy
- Premium brands acknowledged on their markets
- High-level expertise and scientific anchors
- European culture and capacity to act internationally
- Searching for permanent innovation and improvement
- Extreme attention paid to customer experience

# The Human & Work Group

## Our values

1

### Excellence

Be part of a continuous improvement process, individually and collectively. Aim for the highest level of expertise, experience and impact.

2

### Solidarity

Cultivate co-responsibility. Create a climate of mutual aid and conviviality. Make the success of each individual a collective success. Encourage respect and benevolence.

3

### Boldness

Encourage everyone to challenge their habits or preconceived ideas. Value risk-taking and the will to innovate. Do not be afraid of mistakes and learn from them.

## Our expertise

Strategic consulting for HRMs

Mental health at work

Diversity & inclusion

Professional coaching & developing leadership

Executive & career coaching

# The Human & Work Group

One ambition: **building the European leader of Human at work**



“European heart. Global footprint.”

European culture and capacity to act internationally.



 **255** work experts

 **+1,000** companies supported

 **8M** beneficiaries

 **€35M** turnover

 **80** shareholder employees

**123**  
Countries covered

Thanks to a carefully selected network of **local partners**, we are in capacity to intervene in 123 countries throughout the world and to support our European clients wherever they are present, with global solutions adapted to local specific situations.

## Our presence

We are present in the first



**4 economies of the Euro zone: France, Italy, Spain and Germany**

With offices in Paris, Lyon, Aix-en-Provence, Milan, Madrid and Kiel

# Our brands

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## Our brands



### Mental health experts in the workplace

Created in 1989 by Dr Patrick Légeron, **Stimulus is the leading firm for mental health in the workplace.**

We have a double vocation thanks to our exclusive scientific approach: **preventing psychosocial risks and fostering well-being in the workplace** to answer both economic

and human challenges companies and organizations face.

**150**  
experts

**+1,000**  
companies  
clients

**2,000**  
partner  
psychologists

### Zoom on Stimulus Care Services



**Stimulus Care Services is our complete Employee Assistance Program (EAP) destined to better reconcile professional and personal life. This offer is based on five services:**

- Distance psychological support available 24/7 by phone, chat, email or video conference on our dedicated website or mobile app;
- Face to face psychological consultations are available thanks to our network of over 2,000 freelance psychologists;
- Social support on housing issues, excessive debt, family carers, disability and retirement etc.
- Legal advice in order to better manage daily difficulties;
- The digital resource space gives the opportunity to make appointments with professionals, access original content, self-assessment questionnaires and live webinars to remain informed about your health and quality of life: accessible from the [www.stimulus-care-services.com](http://www.stimulus-care-services.com) platform or the dedicated mobile app.

### Stimulus offer

Hyper-specialized in mental health in the workplace, Stimulus supports companies on all levels of prevention. Thanks to our international scope, **we give large European and multinational companies the means to implement ambitious global HR and workplace health strategies taking local factors into account.**



### Our areas of support

Our team designs and implements tailor-made solutions:

#### Audit & Guidance

- Defining and implementing workplace health policies
- Quantitative and/or qualitative assessments of psychosocial risks and of the quality of work life (QWL)
- Studying human impact during transformational contexts
- Enquiries in cases of presumed harassment/suffering at work

#### Training & Support

- Training programs for all members of the company
- Tailor-made journey, combining different modules (conferences role play, e-learning and webinars etc.)

- Innovative tools, to motivate the learners (story-telling, board games and virtual reality etc.)

#### Crisis management procedure

Supporting HR departments to better manage critical situations: serious incidents with a risk of trauma (Stimulus Crisis Management), inappropriate behavior or deteriorated collective

#### Managing individual difficulties

- Psychological and/or social help line
- On-site services
- Help with returning to work after a period of absence

## Our brands

EQUILIBRES

### Pioneer in professional inclusion

A pioneer in implementing equality in the workplace, EQUILIBRES has been intervening since 2005 in companies and organizations to **sustainably anchor diversity and inclusion into the reality of their work.**

We strongly believe that we must help companies to assume the role they play in accelerating social progress, we support them to move from formal equality (in compliance with the law) to true equality (which comes to life through not only facts but especially through mentalities).



**2,200**  
employees and agents  
trained in the year

**+ 100**  
private and  
public companies  
supported

### EQUILIBRES offer

We support our clients in **their holistic understanding of inequality generating mechanisms as well as defining and implementing diversity and inclusion policies.** Serving true social impact, our process aims to set in motion by activating 3 transformation levers: helping to understand, helping to feel and helping to act.

### Our areas of support

Support adapted to each stage of the implementation of a D&I policy.

#### Non-discrimination and prevention of gender and sexual violence

- “Professional equality” diagnosis
- Raising awareness and training (Recruiting without discriminating, becoming aware of gender stereotypes etc.)
- Training harassment advisers
- Auditing/implementing reporting and treatment procedures
- Reporting unit for harassment and discrimination
- Sexual harassment enquiries
- Supporting crisis communication

#### Diversity

- Audit and guidance for diversity in governing bodies
- Women’s talent support programs
- Raising awareness and training (Bringing to life and promoting professional equality within a company’s management team etc.)

#### Inclusion

- Communicating inclusively
- “Community living” diagnosis
- Raising awareness and training (How to manage inclusively)
- Supporting communication

#### “Community living” in the future

- CEO and/or COMEX media training
- International legal monitoring
- Social media trend monitoring

### Zoom on reporting unit for harassment and discrimination



EQUILIBRES offers help in treating **presumed discrimination, harassment and sexism in the workplace** in partnership with the consultants and psychologists of the Stimulus firm. The cell’s vocation is to support staff members in their analysis

their situation of suffering in the workplace. A first level carried out by our Workplace Life Quality department allows to qualify the requests received and to refer the caller to our psychological center and/or our expert center.

## Our brands

NEXMOVE

## Our areas of support

Detecting external talents

Onboarding

Internal promotion

Leading governing bodies

Internal mobility and coming home after expatriation periods

Managing conflictual situations

Revitalizing their careers

Transition coaching  
(Executive Outplacement)

### Supporting executives' careers

Since 2004, Nexmove has been supporting executives, at each stage of their careers, in order to reveal and strengthen their leadership and employability.

Our team coaches in 7 different languages and relies on international partnerships. With Nexmove, executives and their teams have support finding their uniqueness, expressing their potential and implementing their long-term employability.

**+220**  
companies  
clients

**+3,500**  
executive coaching  
missions

### Nexmove offer

Our Senior Executive Coach team brings together **the strength of individual coaching and the power of a collective dynamic**. Nexmove offers an immersive experience to support the key moments of an executive's career.



### Zoom on the immersive Nexmove Experience



Nexmove is:

- **An iconic venue** opposite Parc Monceau in the heart of Paris
- **A fertile ecosystem** with opportunities to meet people, learners' workshops, inspiring talks, peer clubs and festive events
- **A group of leaders** based on mutual support and friendliness, actively supporting network development
- **A partner network** (Head hunters...)
- **Setting in motion** with an N'Cubator Program for those who have entrepreneurial projects
- Executive coaches, anchored and seasoned by Human at work and governing challenges, a cohesive team that is passionate about their work
- **An international network:** Arbora Global Career Partners
- A web portal and a dedicated app

## Our brands

talentis

### Experts in professional coaching & developing leadership

Created in 2003, **Talentis has been a leading company in the field of Executive Coaching and Developing leadership for 20 years.**

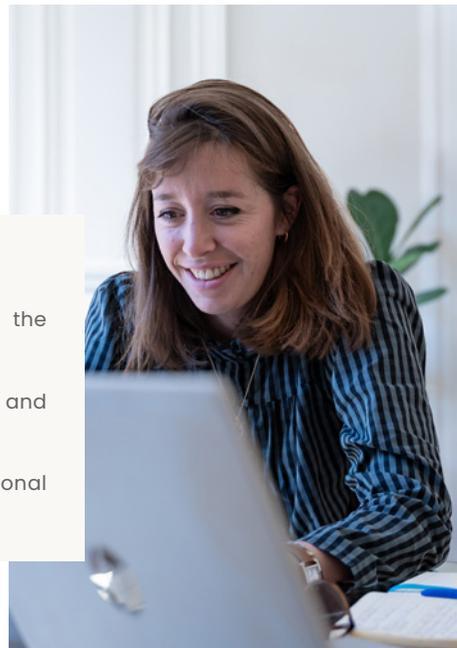
Our mission is to support responsible leaders for responsible companies. Talentis builds tailor-made coaching programs for supporting managerial and organisational transformations.

Our clients are large French or international corporations who choose us as we strive for excellence and for our attention to detail supporting projects alongside our passion for managerial innovation and our capacity to measure and obtain long-term business outcomes.

### Talentis offer

We intervene for our clients in order to:

- Optimise management practices and boost the leadership of their talent
- Develop collective intelligence, cooperation and responsibility sharing amongst their teams
- Commit their talents to a permanent professional learning and development process



### Our areas of support

#### Individual coaching

Either face to face or remotely with the Click & Coach platform

#### Team coaching and team building

#### Management/Leadership Development Programs

Ingraining new management postures with group coaching methods

#### Transforming management cultures

Building and spreading leadership models with our clients throughout every level of the company

#### Mentoring

- Advice for implementing the program
- Training of mentors and mentees

#### Women's careers and gender balance

Accelerating the presence of women at the different hierarchic levels

**150**  
large corporation  
clients

**45,000**  
managers and  
executives coached

**150**  
certified coaches  
in 27 countries

### Zoom on Click & Coach



In 2017 to give the maximum number of talents the possibility to have premium coaching sessions throughout the world, Talentis launched Click & Coach. **This coaching platform gives companies the possibility to supply a very large number of staff members with coaching sessions no matter where they are in the world.** Very concretely

Click & Coach gives staff members access to online coaching as they choose their coaching subject and their coach. Our solution supplies HRMs with a very wide range of data regarding the time allocated, the time spent and the progress achieved by the coaches, all of this guaranteeing total confidentiality of the coaching sessions.

# Our Positive Impact Strategy

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# Our Positive Impact Strategy

**Member of the United Nations' Global Compact French Network since 2018**, we at Human & Work renew our commitment each year to supporting the ten principles for human rights, respecting international working standards, the environment and the fight against

corruption. These principles, based on the United Nations' Sustainable Development Goals, guided us as we built **our positive Impact Strategy around 5 pillars, which represent our 5 strategic priorities from now until 2025.**

# 1

## Developing **mental health, well-being and health at work**

We act to support improving mental health and well-being at work through prevention, care and support. We contribute to removing the taboos of mental health at work.

# 2

## Building **a responsible and ethical future of work**

We strive to install a climate of transparency and commitment in all of the working relationship steps, to implement management practices in line with our values and to involve our staff members in strategic decisions.

# 3

## Acting **for inclusive growth**

We are involved in supporting all of the actors of our ecosystem and especially the more fragile ones. We rally to fight against criteria that exclude, by questioning our practices and raising the awareness of our teams.

# 4

## Preserving **the Planet's Natural Heritage**

We are convinced that our organization has a central role to play in reaching the COP 26's objectives and that its development must take place in a context of sustainable development. We include environmental concerns at each stage of our internal management system.

# 5

## Being a committed and socially **responsible company**

We aim for an exemplary approach and ethical behavior as we conduct our business. We design our organization to drive development and responsibility, ethics and freedom.



**Download our annual report on our website**  
[www.humanandwork.com](http://www.humanandwork.com)

# Working at **Human & Work**

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# Working at Human & Work

At Human & Work we look for compliance with the values of the company and our purpose above operational skills. Building an inclusive, responsible and serene workplace together with our teams, **is above all implementing a simple and transparent work environment that reflects who we are.**

**To ensure the best alignment with our values we have implemented a referral program which generates**

**1/3**  
of our new hires



## Taking care of our staff members

We make sure to look after our staff members at each stage of their journey. We have implemented different tools and programs:

onboarding policies are based on internal training programs and mentoring, parenthood support to men and women, support when returning to work after a long period of absence, etc.

Our cooperation and management culture works around **4 main principles** which we apply to all of our staff members in all our entities around the world.

## 3 Exemplarity

Exemplary approach means applying to ourselves what we advise others to do, beginning with **requiring simplicity and transparency**. It also means **gathering feedback**, at all levels of the company, using it as a driving force to improve: during annual assessment processes but also via **'The Shoemaker's Test'** a survey carried out each year among all of our employees to assess the level of well-being in the workplace.

## 1 Support for autonomy

We give all of our staff members the greatest **independence and leeway in their work, using shared accountability principles**: each person is autonomous but we are all cohesive.

## 2 Respect and recognition

We are uncompromising when it comes to **the respect and consideration of our staff members**. We expect each person to have a respectful posture and behavior towards others under all circumstances. We are convinced that attention to and rewarding efforts made and results obtained are pillars for individual commitment and collective performance.

## 4 Shared values

Recognizing and rewarding our staff members' commitment also allows them to benefit concretely from the value we create. This is why we chose to give all of our employees access to our capital shares, **no matter what position they have in what entity or country**. Our staff members are regularly informed of and included in the decisions we make about the future of the group. **Today, 80 shareholder employees own 72% of the group's capital.**

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