

Great Place to Work

Atos



CLIENT

- Atos, an international IT services company with an annual revenue of 8.5 billion euros
- 74,000 employees in 48 countries
- The company's work force in Poland has more than tripled over two-and-a-half years.

CHALLENGE

In early 2010, Atos Origin (now Atos) had about 360 employees in Poland. After two years of dynamic growth, largely as a result of outsourcing many services to Poland and the integration of Atos Origin with Siemens IT Solutions & Services, the company now employs more than 1,300.

Atos employs many young people in Poland. For many of these workers, Atos is their first employer. Many have grown from specialists to team leaders, and some of the teams have expanded tenfold. Staff have faced new challenges in terms of management and expertise.

In this situation, one of the strategic objectives of the company's HR policy was to help build a competitive advantage and develop an organizational culture, work and management style which create added value for both Atos's internal and external clients. In addition, Atos, as a company virtually unknown on the Polish market, needed to build its image as an attractive employer in order to draw in the best employees.

SOLUTION

Atos decided to base its development on the Wellbeing@work program and resolved to secure a Great Place to Work® certificate.

"A key element of the process was to foster management standards and a management style of the organization," says Magdalena Pastor, project leader at Atos Poland. "We decided to accomplish this as part of the Atos Academy project delivered by the DOOR Group."

An analysis of the company's business and HR objectives became the basis for the Atos Academy concept, consisting of four development paths: managerial and leadership competence; consulting competence; personal business competence; and a Talent Development Program for staff with the greatest potential. This fourth development path includes individual career coaching.

“The Academy offers an opportunity to build long-term goals and development plans and to flexibly adapt programs to day-to-day business needs,” says Edyta Mika, project manager, trainer and coach for the DOOR Group. “Their implementation is based on DOOR International, FranklinCovey and VitalSmarts training solutions, which are among the most highly rated in the world.”

RESULTS

The Atos Academy program covered 350 participants in 2011. The training programs were found to be “practical, comprehensive, professional, well adapted to needs.” On a 10-point scale, the courses received an average rating of 9.03 points from participants, and some even scored as high as 9.91.

In March 2012, Atos came third in the Polish finals of the Great Place to Work competition in the category for companies employing more than 500 staff. With this achievement, Atos is building up a leading position on the domestic labor market. “The Atos Academy helped us a lot in gaining the award,” says Pastor. “This is evidenced by the results of an audit in our organization which show that, for the employees, one of the most important aspects of work is a wide range of development opportunities. Atos is investing heavily in improving its employees’ skill levels and in 2011 every employee had on average 11.4 days of training.”

Another clear benefit was that individual development plans were mapped out for 55 people taking part in the Talent Development Program. This gave them an opportunity to effectively pursue their own career paths, consistent with Atos’s business objectives. At the same time, the program had an impact on their business performance and motivation to tie their careers to Atos,” says Mika.

Pastor adds, “A very important result of the Atos Academy was that it embedded the Atos management style and organizational culture, which allows our company to grow rapidly and provide its customers with ever improving solutions. The managers use a common language that facilitates communication and allows transfers between departments.”

After the merger of Atos Origin and Siemens IT Solutions & Services, the Atos Academy program supports the development and integration of staff across the company. Staff from all levels of the organization are taking part in training programs. Company branches in other countries in Europe are also interested in the Atos Academy concept and the solution has been identified as an example of best practices at a global level.

CLIENT: Atos IT Services

SUPPLIER: DOOR Group S.A.

INDUSTRY: IT

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