

Be more, Business Case 1

The initial challenge

A subsidiary of a multinational company had to relocate a production premise for economic reasons.

The management of the site did not know how to go about it and the social partners threatened to strike.

The staff was disoriented and worried. The tension was palpable.

The approach

We proposed a transition program consisting of workshops addressing the topics of concern to the participants followed by individual interviews.

Each stakeholder was able to express himself beforehand, which made it possible to build really tailor-made workshops sessions, responding to the concerns of the participants.

The individual sessions helped to bring down the pressure and put the emotions back into a more rational context.

The results

The result was the closure of the plant without a strike day and without impact on quality and/or production.

The board of directors was satisfied and the workers received an exceptional bonus as a thank you. Moreover, most of the staff found a new job before or a satisfying solution to replace the dismissal of their situation.