



# CASE STUDY

2022 - 2023

ARDIAN



# THE CHALLENGE

Ardian would like to integrate an experiential component into its onboarding process to encourage exchanges and encounters between new arrivals. The HR team hopes that this proposal will develop new employees' sense of belonging as soon as they join the company, and encourage the development of their curiosity, particularly with regard to issues of gender diversity and inclusion.

# OUR SUPPORT

Creation of an annual lunch program to meet inspiring female personalities: prison lieutenant, disabled athlete, police commissioner, ICRC field delegate...



# THE RESULTS

"RAISING AWARENESS OF GENDER DIVERSITY AND INCLUSION ISSUES RIGHT FROM THE START".

## ONBOARDING CONNECT LUNCHEAS PROGRAM

Our actions :

- Creation and design of the program,
- 11 lunches for over 100 new arrivals,
- Sustainability of the initiative: 2 lunches per participant and organization of a series of meetings outside the lunches,
- Raising awareness of DEI issues and Ardian's commitments in this area.





# SHALL WE MEET ?

Would you like to find out more about how we can create tailor-made networks to familiarize new comers to DEI challenges ?

Curious to discover our different animation formats and all the inspiring talkeuses - ask for our catalog of services!

A simple desire to discuss the challenges facing the sector ?

**Reach us**



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**VICTOIRE WATTINE**

**Development Director**