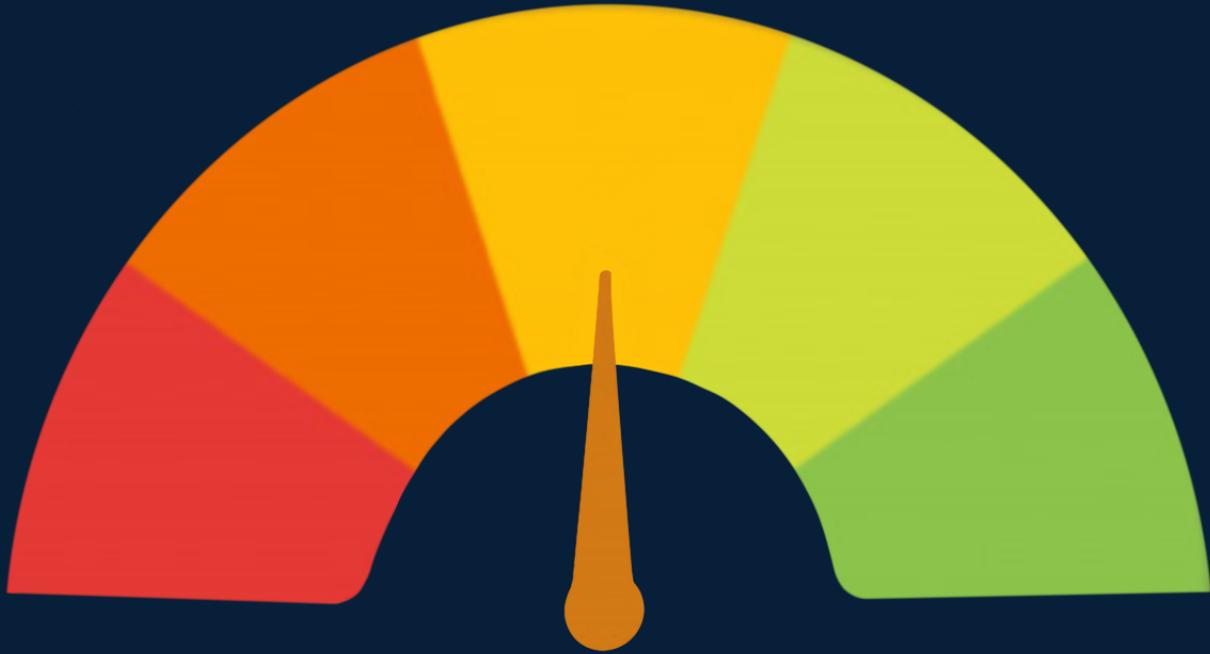


**Keen to understand the impacts
of the lockdown on your staff ?**



Staff Engagement level

Staff Engagement Survey : COVID-19 impacts

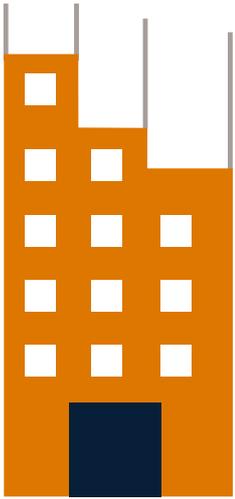
Why?

At the beginning of 2020, an exceptional and unpredictable event has impacted the daily lives of billions of citizens. The consequences on the world of work have been numerous and without any precedent: new ways of organising work, uncertainty, social distancing, economic impacts, digital transformation, travel restrictions,

The reactions of the companies to this unique event were at the same times fast and varied. The perception of employees with regard to their employer is a key element in managing the current period and will be even more so in the post-Covid-19 era.

It is in this context that the firms VISTIM and Marlière&Gerstlauer have decided to combine their skills in order to propose an factual tool for measuring the level of staff engagement. Based on their in depth knowledge of the Luxembourg market, the firms offer the Luxembourg CEOs, General Managers and HR Directors a simple, free and detailed tool, which provides each company with an inventory of the level of internal engagement and compare it with market data.

This tool will allow the company to gather comprehensive feedback on the positive elements and areas of improvement, to measure the degree of confidence that employees have in the near future, to assess the risk associated with the human factor and of course to implement a pragmatic and effective action plan, all in relation with the Luxembourg market.



200 companies based in Luxembourg, all sectors (industry, state, technology, education, finance, service provider, ...) and any size

53 questions : 50 closed & 3 open



10 minutes

Key elements

- Survey design and administration, as well as communication of company-specific results are fully free of charge
- Entirely anonymous, both for the employer and its employees
- The survey complies with data protection rules (GDPR), the servers being based in the EU
- No personal data is collected and no report filtered to less than 5 datasets in order to ensure confidentiality
- The survey will be open for 3 weeks, and will start early June at the company's convenience
- The company's involvement is minimal: sending a link to all employees
- The survey and the reports are provided in French and/or English



Tailor made wishes?

- Get more detailed reports by department
- Obtain a comparison with the market and / or a sector of activity
- Add additional filters such as a sub-department
- Add questions specific to your company's situation
- Benefit from support in the implementation of action plans

Key contacts

For any question related to our first Luxembourg survey, please feel free to reach out to us :



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About us

VISTIM S.A.:

Created in 2015 by Gérard Sinnes, the HR service provider has 9 specialists in different human resources areas, all with long experience within HR departments in Luxembourg and abroad and in various sectors. This real life experience allows the company to bring real added value through its services of advisory, project management and operational outsourcing, both for its international clients and for Luxembourg SMEs.

www.vistim-sa.com

Marlière&Gestlauer Executive Search:

Created in 2010 by Jean-François Marlière, and Matthias Gerstlauer the independent firm employs 12 people specialized in the direct approach recruitment of senior executives and highly specialized functions in the Finance sector and in the industrial world. The firm is part of the global network IIC Partners present in more than 35 countries. In November 2019, Dimitri Davreux joined the firm as a partner in charge of the Human Resources consulting activity, including executive assessments, advice to CEOs and HR Directors, transformation project support and outplacement

www.marliere-gerstlauer.com