Déménager, l’opportunité pour de nouvelles habitudes de déplacements

January 2016
Belg wil meer flexibiliteit in job en loonpakket
HR-onderzoek

Meer autonomie over waar en wanneer er gewerkt wordt en een meer persoonlijke invulling van het loonpakket. Die dubbele vraag naar meer flexibiliteit leeft bij werknemers, maar het ontbreekt vandaag aan een degelijk juridisch kader.

Flexibility & Mobility?
1. Move 2017 to the city center
2. NWOW
3. Mobility Policy (start: cafetariaplan)
NWOW@AXA in Belgium

Ambitious project objectives...
1. Attractive employer
2. Trust & achievement
3. Modern work environment

... generating substantial savings
• 1 million documents scanned, 1 ton of paper thrown away
• Reduction of number of workstations and m²
NWOW@AXA in Belgium

- Steering on results & achievement in an environment of trust
- Autonomy
- Responsibility
- Teleworking for all
- Nobody has their own office
- Activity Based Desksharing

Flexible working
Virtual collaboration
Paperless
Flexibility in terms of time and place

Anywhere, anytime, anyhow

Today...

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Flexibility in terms of mobility

- **Flexibility** in terms of time and place as a mobility facilitator
- Choice for the **city center** (accessibility, sustainability)
- Challenge: change employees habits (1/3 of parking places)
- A **cafeteria plan and a mobility budget** to encourage the use of alternative means of transportation (beside the legal intervention in transportation costs)
- **Bike**: Intervention + bike parking and cloakroom
- **Charging point** for electric vehicles
- **Carpooling**
Attention points

- Leaders as role models
- Integrated approach (BBB)
- Paperless (or light)
- Tooling MUST work
- Team (agreements) are essential
- Monitor social cohesion – organise the informal
Want to see it for real? Visit 28/01, pm
1 rue du Trone, Brussels, mail to elly.swalens@axa.be
MERCI POUR VOTRE ATTENTION