



AXA BELGIUM at a glance

5.000

brokers & bank agents

4.500

employees

2.9 million
clients

#1 P&C insurer

#2 Life insurer

#5 Bank

3 |



2.

NEW WAYS OF WORKING AT AXA BELGIUM

redefining / standards



Why NWoW at AXA ?



ONE CHANCE TO CHANGE
nwow

Three objectives

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

One condition: cost savings

What is NWoW at AXA ?



Working time and place independently An integral and holistic approach

- Steering on results & achievement in an environment of trust
- Autonomy
- Responsibility

- Teleworking for all
- Nobody has their own office
- Activity Based Desksharing

BEHAVIOR



Anywhere
nytime
nyhow

BRICKS



- Flexible working
- Virtual collaboration
- Paperless

BYTES



Based on 4 principles



Achievement



Autonomous & Responsible



Trust



Connected



9 |



New Ways of Working

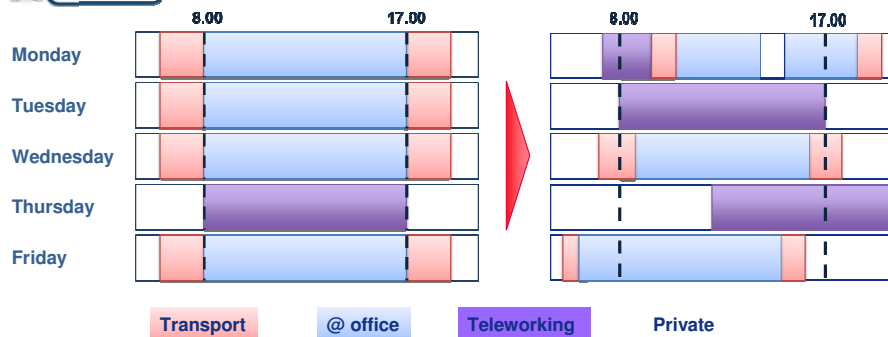
Illustration

Flexibility : ... Anywhere, anytime, anyhow



Today...

Tomorrow?

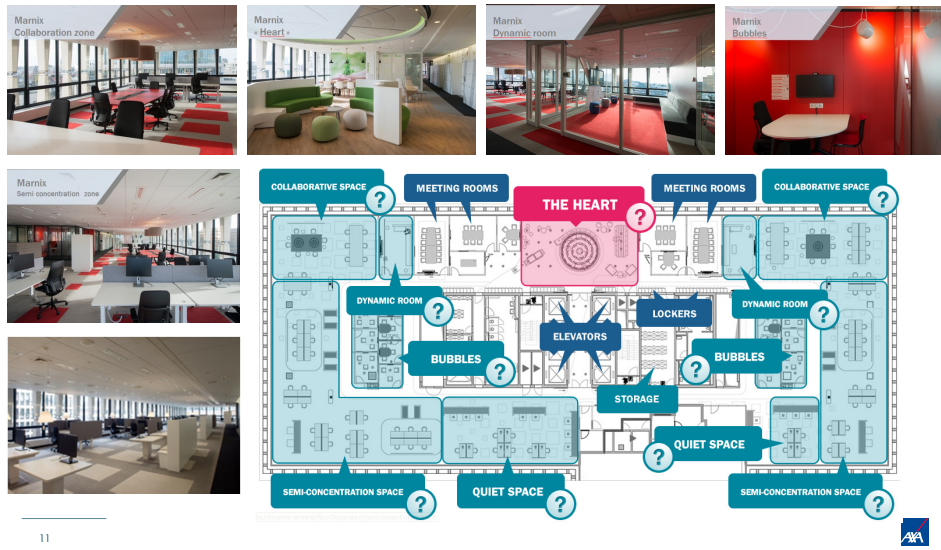


10



Working time and place independently

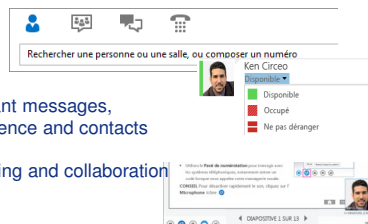
Flexibility : Choose your work environment in function of your activity



11

Working Anytime, Anywhere

360° camera, Cisco/
Video conference, Bluejeans



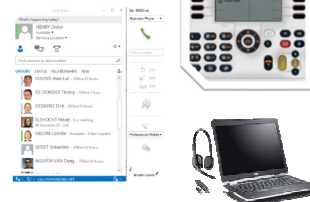
→ Instant messages,
presence and contacts
→ Sharing and collaboration

Interactive board /
dynamic meeting room



Travel light

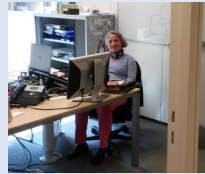
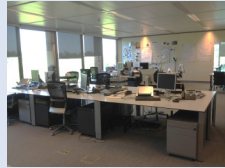
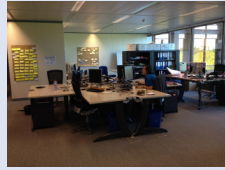
Softphone



12 |



In transition mode, physical move allows for mental move too



From



To

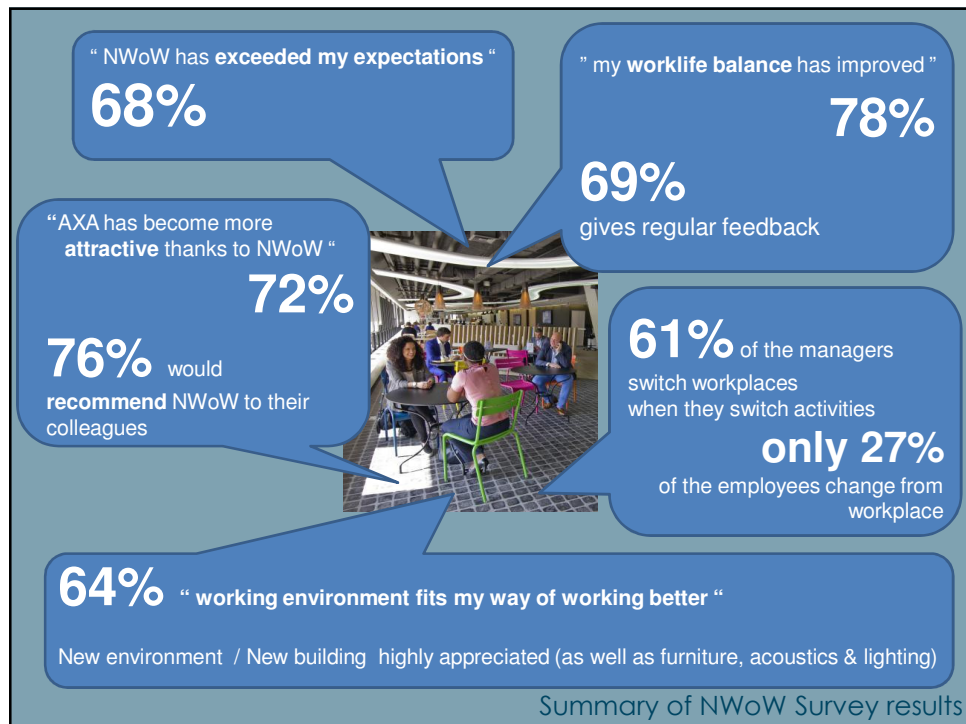
13 |

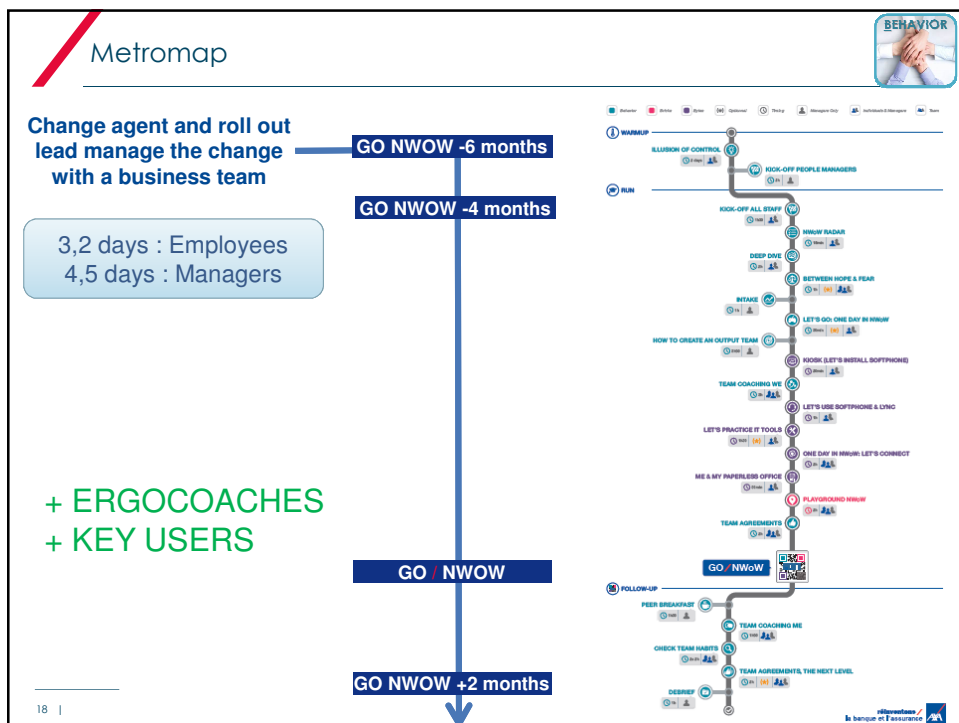
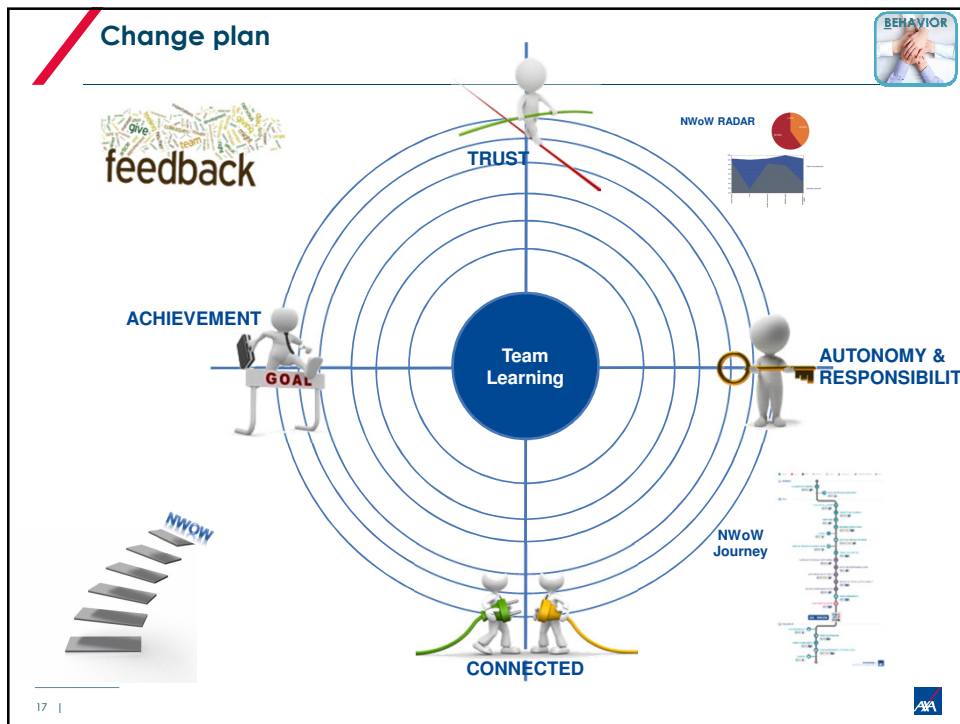


What do our teams think?

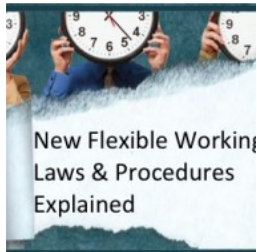


14 |





Flexibilise HR policies



- ➔ **Teleworking** – for all, 2 days/week
- ➔ **Time & attendance** (time punching)
- ➔ **Mobility**
 - ➔ From a car policy to a mobility policy (cafeteria plan)
 - ➔ Geographical mobility (move)
- ➔ **Reward**
(Bring your own device ; hardware, adsl, data, voice)
- ➔ **Objective-setting** & assessment: simplify & enhance collaboration
- ➔ **Well-being**

21 |



Involve social partners & employees



Mock-up

Choice furniture

- ➔ **Off-site & visits** (onboarding & exchange)
- ➔ **Health & safety** (CPBW)
- ➔ **Work environment** (CPBW)

22 |



High quality furniture

- ➔ Fixed desks ➔ Electric adjustable desks
 - ➔ 24' screen on each standard workplace
 - ➔ Every employee has his proper mouse & keyboard
- ➔ High quality chairs : easy to adjust
- ➔ Introduction off sit/stand desks (limited number on each floor)

Information on ergonomics

- ➔ Tips and tricks on intranet
- ➔ Ergonomic sessions for all staff
- ➔ Ergocoaches

NWOW An integral and holistic approach

