

2B – Human Resources: Developing and showcasing team member skills

In the context of global economic turmoil, companies are making efforts to keep afloat. However some companies make this recession seem irrelevant and surviving it, like it is not happening. This is the case of **MANAGEM** and **TRENOIS DECAMPS**. Both of them shared how they accomplished it and gave details about their well-known-methods. Two different stories but somehow they both ended up with the same implication as us.

For the Morocco originated MANAGEM Group, its business was hit hard by global crisis, but as a fully integrated mining group, they claimed ZERO labor dismissal, despite labor cost, is part of fixed costs for the company. And they made it! The successful “survival” not only gave way to a well-designed transition plan, they reduced costs by process innovation, but also they believed in the value of employees. Its concrete HR policies, from recruitment to integration, from cross-sectional development to dynamic career management, have all the same fundamental principle: provide a better life to employees. It launched a unique retirement coverage plan for its employees and provided favorable bank rates for workers to purchase houses on mortgages, not to mention the opportunity for workers and their children to go on cultural trips. Although young people are always fascinated by cutting-edging IT and electronic sectors instead of traditional industry like mining, the Group is really doing great in attracting the best, transferring knowledge and training them into experts for the industry. With a heart-felt belief and full execution in order to bring better life to its employees, retention is never a problem, hard time was shorter than its competitors, and the company has become a great work-place.

TRENOIS DECAMPS, a family business run by Mr. Allard has been transformed into a learning organization. It grew from less than 40 employees to over 400 today. The only secret is to believe in the power of people and talent. Mr. Allard (the CEO) believes that job management is to highlight the people’s talent and help them shine. The company’s values are based on most fundamental human values, such as trust, empower, transparency, integrity, giving rights to make mistakes, etc. Touching and incredible career stories can be heard everywhere in Trenoï Decamps and more are still to come.

“Without human, there’ll have no enterprises.” Motivating employees has nothing to do with the size of the company. There are no rules in how to motivate people - either take care of them or lose them. If we start to pay attention and value each one of them, they will create a whole new way of working. The power of motivation is greater than anything else to save a company in hard times. Once the employees start to shine, so will our balance sheet.