

## Danone cements new health program in Thailand

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**To support inclusive diversity in the organisation, Danone is investing heavily in employee development programmes, including the Agile Organisation pilot initiative**



Danone, parent company of iconic brands such as Dumex, HiQ and Evian water, has announced an enhanced focus on employee well-being and engagement as part of its 'One Planet. One Health' vision in Thailand.

In line with Danone's belief that people are its biggest asset in achieving its mission and addressing new challenges facing the world, Danone is committed to create and maintain an inclusive, diverse and participative workplace environment. Building a healthy and engaged workforce through an innovative talent management model is integral to realising Danone's 'One Planet. One Health' vision, starting with its own employees.

Danone has launched 'One Person, One Voice, One Share', an innovative employee engagement programme to further foster company-wide engagement and increase the sense of ownership among Danoners in Thailand. The 'One Voice' programme is driven by the belief that all employees should co-own the company's agenda, including by helping to define the roadmaps to implement Danone's 2030 Goals, which are aligned with the United Nations Sustainable Development Goals.

To equip Danoners in participating in these conversations, the 'One Voice' programme has developed an internal platform with learning resources related to the company vision and goals, including content derived from collaborations with like-minded partners such as the UN Institute for Training and Research (UNITAR) as well as internal initiatives such as the annual 'Campus for All' event, a week-long series of learning activities to nurture local talent and help them co-lead the food revolution.

Through the 'One Voice' consultations with employees in Thailand, Danoners identified strongly with wanting to impact people's health locally and this has been integrated into our strategic plans for Thailand through the focus on addressing iron deficiency. Complementing 'One Voice' is the 'One Share' programme, which gives every employee a share in the company combined with a global annual dividend-based incentive scheme, thereby deepening a symbolic ownership mindset among Danoners.

Danone, as a company that believes in inclusive diversity, recognises the uniqueness of each Danoner and invests in enhancing the added value that these differences bring to the organisation. Developing local talent and providing career growth opportunities are key components of this strategy. All Danoners have the chance to experience other markets and cultures through short-term assignments in other offices across Southeast Asia and beyond. In line with the digitalisation of the global economy, Danone is also piloting Agile Organisation, an initiative that focuses on competency development and adopting digital means of working.