

Belgium



Co-funded by the European Commission

We looked at the potential

Place of action:

Netropolix

Storyteller:

Tim,
owner of the company

Synopsis:

**Hannah, an employee with
a physical disability, works
as a helpdesk employee**

With our eyes closed

"Hannah's recruitment went exactly as it did for our other candidates. Our vacancies are permanently open, so we don't have to weigh up candidates against each other. For us, it is important to do our selections with 'our eyes closed'. We always start with an introductory interview. If that is positive, a second talent interview follows, where we go more deeply into the potentials of the candidate. That is what we also did with Hannah."

We started having breakfast together

"We pay a lot of attention to welcoming new employees; in this case it was Hannah. A week before Hannah started, we have sent her a voice message via WhatsApp to welcome her. On the first day of work, a cell phone, laptop, and keys were ready and waiting for her, and we started with having breakfast together. Her mentor and manager joined for breakfast as well as I did."

The essence of discovering and developing potential

"We find it extremely important for new employees to feel welcome and at ease. The first week is planned entirely for them. In the second week, we let them get fully acquainted with the range of tasks. Like any other employee, Hannah has a personal development plan with clear objectives that are discussed in detail. It is extremely important for us to discover and develop her potential. Due to the tight labour market, it is not only a challenge to find people, but we also make great efforts to keep people with us. As we want Hannah to stay with us."

A diverse team

"Her disability has never been an issue for our company and her colleagues. We were informed about employment support measures for employees with a disability just like Hannah. We do not need them. She is not the first colleague with a disability. Moreover - and we are happy about this - we have a very diverse group of employees. We hardly need to make any additional adjustments, not even for Hannah. For example, she moves around with an electric wheelchair, but our building is equipped for that. Like all employees, she also has a high-low table here. She can easily adjust it to her needs."

She is a complete part of the group

"Hannah cannot participate in every team activity. However, our party committee discusses this every time. I can tell that Hannah is a complete part of our group."

Inclusion simply makes great enterprises



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