

# FIT EUROPE

## Future IT leaders for a multicultural, digital Europe

INSA  
LYON

UNIVERSITY  
OF PASCAU

UNIVERSITY  
OF SILESIA

UNIVERSITY  
OF BOURGOGNE

La  
FRENCH TECH  
ONE LYON  
ST-ETIENNE

Atos

CST

ENGINEERING

Co-funded by the  
Erasmus+ Programme  
of the European Union



The 2nd FIT Europe Seminar

# Blockchain & Innovation for the digital society

Online seminar - 7-11 June 2021 - 8 hours per day



Trusted Partner for your Digital Journey

# Atos



## What to expect:

### → Lecture

- Atos – the digital services leader
- Atos – dealing with people challenges
- Atos – reacting to people challenges
- Atos – digital way of working

### → Over to you - time to reflect

# OUR AMBITION

**The leader**  
in secure and  
decarbonized digital



# Atos – an European Company

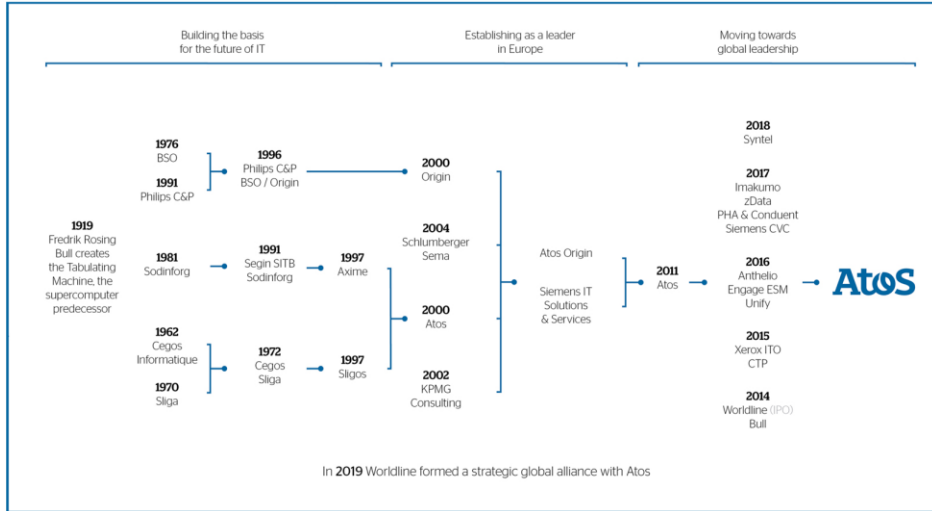
## The Purpose of Atos

The purpose of Atos is to help design the future of the information space. Its expertise and services support the development of knowledge, education and research in a multicultural approach and contribute to the development of scientific and technological excellence. Across the world, the Group enables its customers and employees, and members of societies at large to live, work and develop sustainably, in a safe and secure information space.

Bezons, Paris HQ



Munich HQ



**105,000** business technologists in 71 countries worldwide



**€11 bn** revenue and **€1 bn** operating margin



**Worldwide IT Partner** of the Olympic Games



**Global leader** in **cloud** and **digital workplace**



**#1 in managed security services** Europe and **#3** worldwide



**c.€235 m** R&D per annum



**85,000** new digital certifications



**14.9 tCO<sub>2</sub>/m€** revenue industry best-in-class

# Where you can find us

**105,000** business technologists in **71** countries

## United Kingdom & Ireland

9,000 employees

## Benelux & The Nordics

4,000 employees

## France

13,000 employees

## North America

10,000 employees

## South America

3,000 employees

## Germany

9,000 employees

## Central & Eastern Europe

12,500 employees

## Italy

1,500 employees

## Iberia

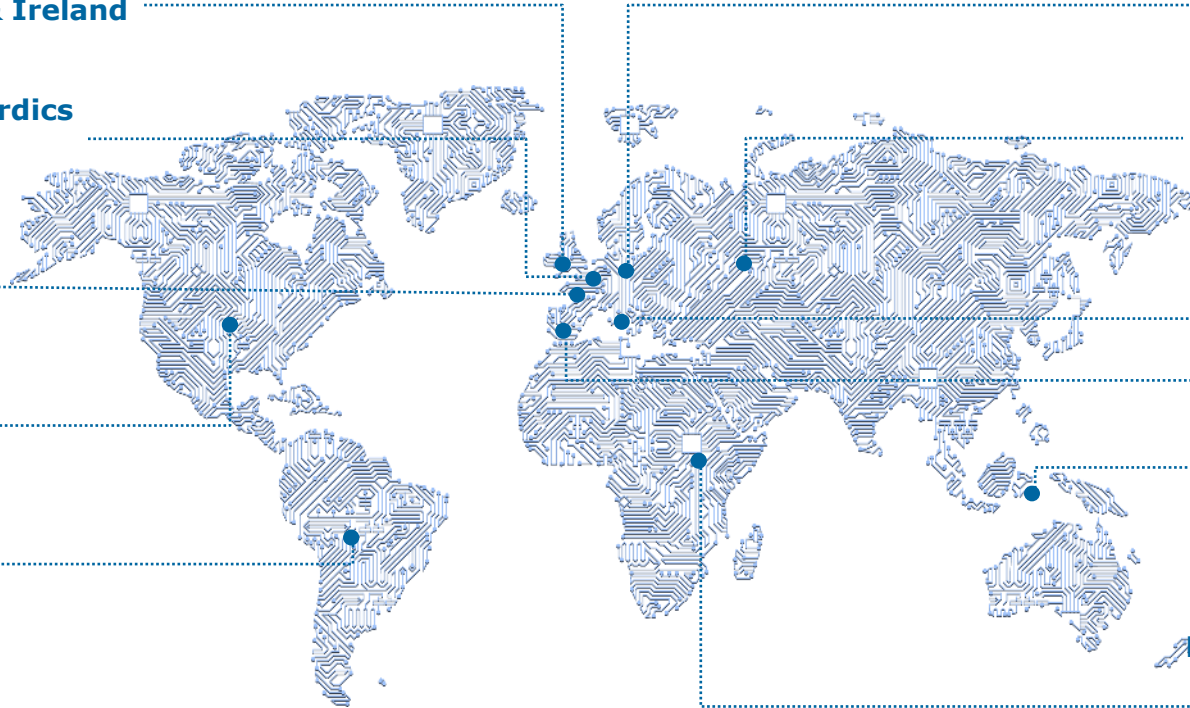
5,500 employees

## Asia Pacific

34,500 employees

## Middle East & Africa

3,000 employees





**Atos**  
Worldwide IT Partner





Having more than  
100000 people all  
over the world,  
what kind of  
challenges does  
it have ?  
What do you  
think ?



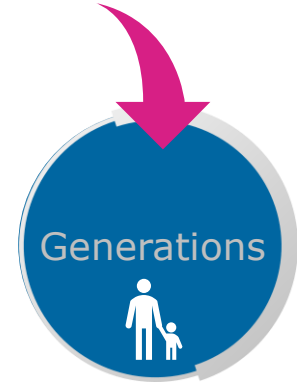
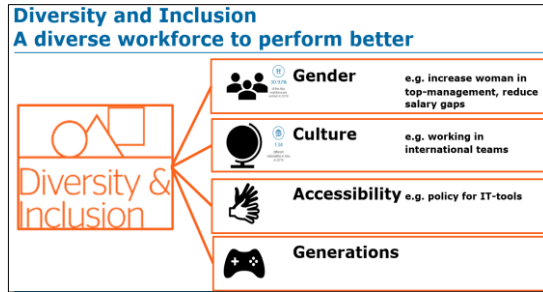
# Atos – dealing with people challenges



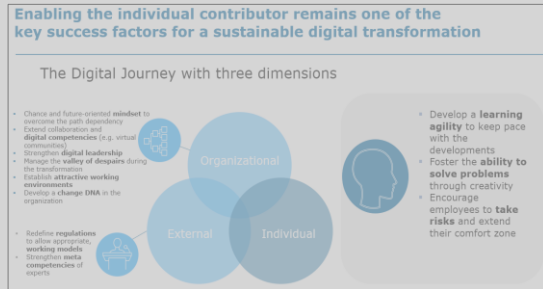


# People challenges

What we have



What will come



# People challenges

What we have



### Diversity and Inclusion A diverse workforce to perform better

	<b>Gender</b>	e.g. increase woman in top-management, reduce salary gaps
	<b>Culture</b>	e.g. working in international teams
	<b>Accessibility</b>	e.g. policy for IT-tools
	<b>Generations</b>	

### 4 generations with different needs are challenging employers and managers

<b>Babyboomer</b> Appreciate traditional, proven mode of operation. More critical towards new technologies.	<b>Generation X</b> Appreciate autonomy. Strictly separate working life and private matters.	<b>Generation Y</b> Appreciate sense of meaning of their work. Technically adept.	<b>Generation Z</b> GenZ will be our future employees.
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What will come



### Enabling the individual contributor remains one of the key success factors for a sustainable digital transformation

The Digital Journey with three dimensions

- Change and future-oriented mindset to overcome the path dependence
- External collaboration and digital competencies (e.g. virtual communities)
- Strengthen digital leadership
- Manage the valley of despair during the transformation
- Establish attractive working environments
- Develop a change DNA in the organization

- Develop a **learning agility** to keep pace with the developments
- Foster the **ability to solve problems** through creativity
- Encourage employees to **take risks** and extend their comfort zone

### Foreseeable people trends we know

- Analytics for people**  
with agile methodology, promoting flexible cross-functional teams show productivity increase
- Flexible workforce**  
non-permanent workers will become more and more
- Digital experience**  
young generation will have a lot of experience as they grew up with new technologies
- Learn, Learn, Learn!**  
high number of children entering school today will work in jobs that do not currently exist
- Diversity Inclusion**  
majority of millennials are actively engaged when they believe the organization fosters an inclusive culture



# Conclusion



**FIT EUROPE** → Future **IT** leaders for a multicultural, digital **Europe**



**It's a challenge, it's not purely IT,  
it's not only bits and bytes  
.... it's also about people !**

**Human resource in the center**



Any Ideas ?  
What can we do to  
integrate different  
people as much as  
possible?



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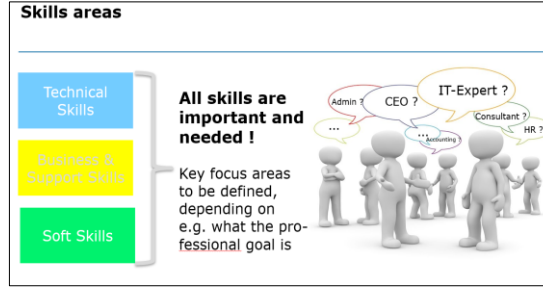
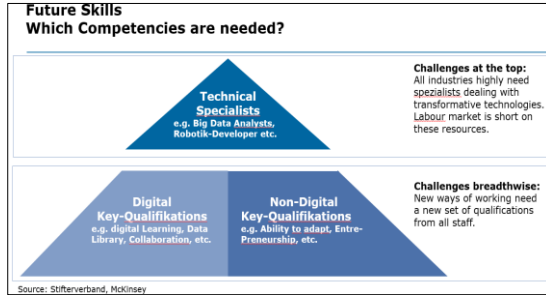
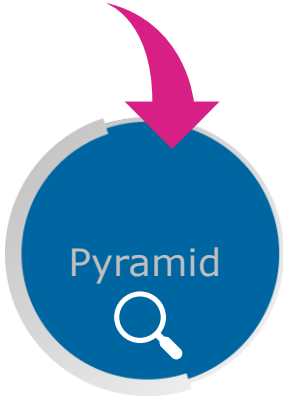
# Atos – reacting to people challenges



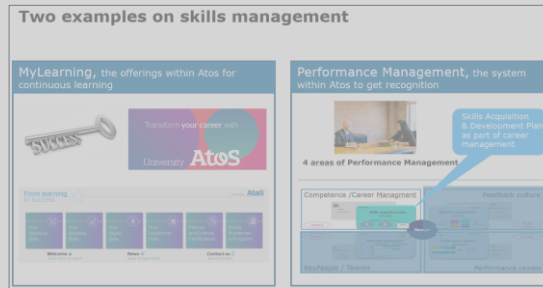
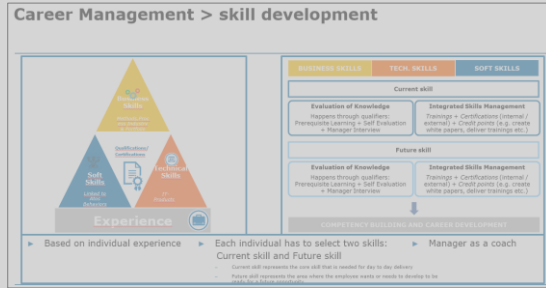
# Skills & Competencies



What it is



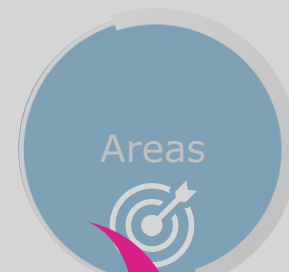
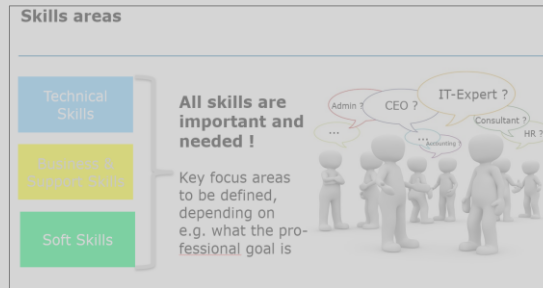
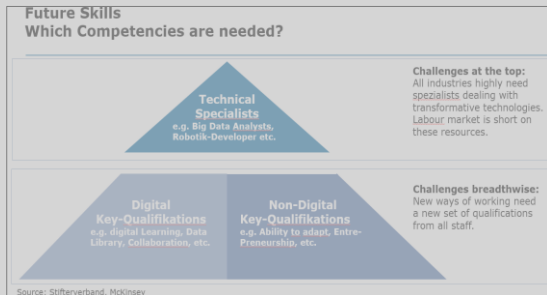
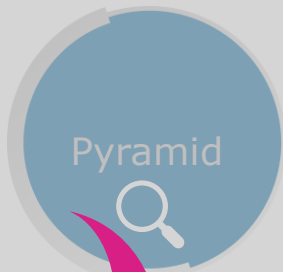
How to keep



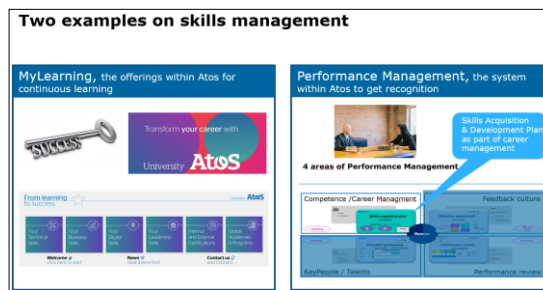
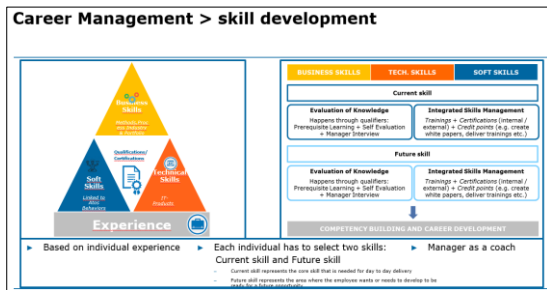
# Skills & Competencies



What it is



How to keep

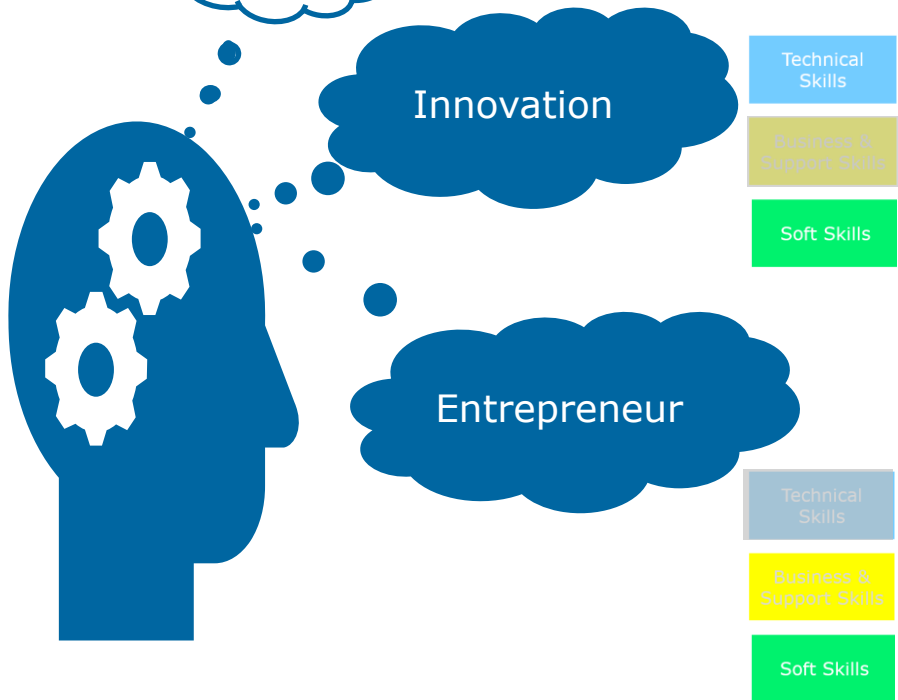


# Skills & Competencies



**FIT EUROPE**

Future **IT** leaders for a multicultural, digital **Europe**



## Atos Scientific Community

Explore the future of technology in business

The Atos Scientific Community aims at crafting the Group's vision for the future of technology in business, and anticipating the upcoming trends and technologies that will reshape businesses and society in the years ahead.

This global network comprises 160 of the top scientists, engineers and forward thinkers from across the Group, with a rich mix of skills and backgrounds.

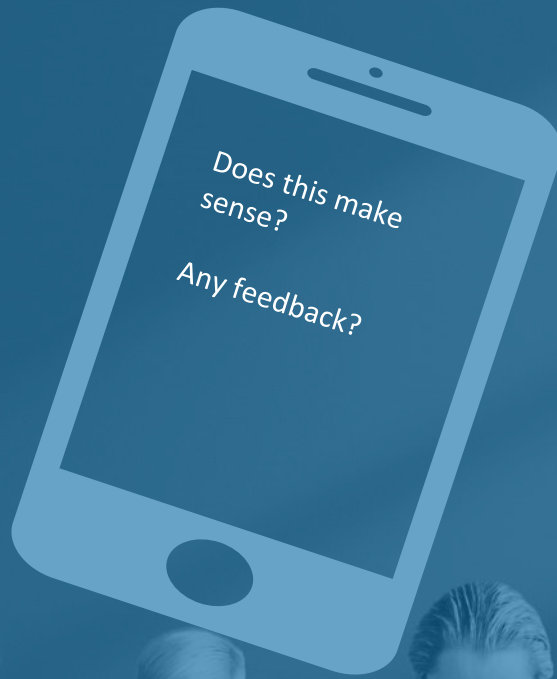
*"Our Scientific Community members are 'creators of change', making sure that whenever our clients choose us they always get the best solution available, both for today and for the future."*

Elie Girard, CEO Atos

## Talent Academy







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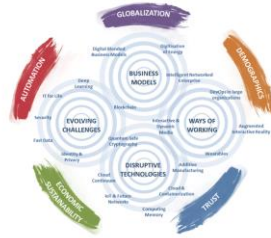
**Atos**

# Atos – digital way of working



# Digital way of working

## Our Vision Digital disruption



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AtoS



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## Ambition



- ▶ We enable our employees to **work from any place, anytime** with the right tools
- ▶ We create a **workplace environment** that creates the best employee experience to belong, develop and grow
- ▶ We embrace **new ways of working** and digital inclusion to enhance team collaboration online and in the office
- ▶ We design **flexible office spaces** to accommodate changing needs, repurposing the office to a meeting place
- ▶ We actively support **decarbonization** by limiting our travel movements and reducing CO2 office footprint
- ▶ We demonstrate **leadership based on trust** and empowerment, managing diverse and distributed teams.



AtoS

# Digital way of working

## Explore our apps for you



QR Code

### Atos Evolve

Atos Evolve app provides a full circle/rounded solution for your career engagement. Career Mobility is a key topic which is also a core component of our employees' career evolution and the app provides its employee's easy and quick access to career opportunities.



QR Code

### Atos App Port

Intune is the Atos i and documents fro Information secure.



QR Code

### Chess Migration Companion

CHESS2 is all about transforming the way we work! CHESS2 will help us work in more collaborative, efficient and innovative way across a more secured environment. Download the app. from the Company Portal/intune Store. **Not available for public download from Apple Store or Google Play Store. Please download this App using the Atos App Portal**



QR Code

### Atos Green

Atos Green provides users w environmental impact at thei gathering and combining large access point for customers to g operations.



QR Code

### Atos MyAlerts

app will provide you anytime & anywhere access both online & offline - to your onal tasks and notifications. With Atos MyAlerts, as a manager, you can quickly on approval tasks in the areas of Leave, Expense, Purchasing, Order to Cash and whereas as an employee, you can get notifications about the outcomes of the usily mentioned approval requests. **Not available for public download from Store or Google Play Store. Please download this App using the Atos App Portal**



QR Code

### Atos News

Atos News provides instant access to n about what is happening across the Atos provide you all insights regarding Atos la media. **Not available for public download f Please download this App using the Atos Ap**



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### Atos OneSource

Atos OneSource is a unified user support solution. For end-users, it provides access support right at the fingertip with multiple communication channels chat, back and email anytime, anywhere and on any device.



QR Code

### Atos OneSource

Atos OneSource consolidates all relevant data and apps to better manage your services at any time, on any device. It provides a unified view to key dashboards & reports, timelines & roadmaps, live feeds, contacts, and easy access to key applications.



... it's a journey



*Time to reflect...*





**Thank you very much**



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