



Mornay Group develops its managerial culture

With considerable external and internal changes impacting the Mornay Group, the HR department has put in place a policy aimed in particular at strengthening the management teams' skills so they can support the company as it transforms.

Having identified six key managerial attitudes, the group worked with CrossKnowledge to put together a three-year programme for its 300 managers. The package mixes classroom sessions and distance learning to improve students' assimilation in

the long term and to facilitate their implementation of the elements studied. Each course has been custom made and preparatory self-assessment tests are available so that the distance-learning modules recommended are those which are best suited to each manager's knowledge levels. A 2009 survey of satisfaction levels with distance learning gave a connection rate of 100%, a participation rate of 87% and a completion rate of 97%. Upon completion of their first training course, more than 95% of managers stated they were satisfied or very satisfied with the course and more than 90% found that the course suited their needs. ■

“Once the theory is attained through distance learning, our managers can really concentrate on practical work during the classroom sessions, which are 100% focused on action.”

Éric Ritter,

Head of Managerial Development, Mornay Group

GOALS

- › Improve managerial behaviour in the long-term
- › Become a leading employer in the field of social protection

SOLUTION

- › CrossKnowledge Training on Demand

BENEFITS

- › Managers' skills increased and lessons applied effectively
- › Creation of a “managerial community” bolstered by shared attitudes and practices