



# Sodexo invests in distance learning for its senior managers

For the world leader in catering and facilities-management services, involving, motivating and aligning 950 senior managers with the group’s transformation strategy were key goals.

To achieve these goals, the group’s university, the Sodexo Management Institute, asked CrossKnowledge to put in place the CLIMB project (Change, Leadership, Implementation Behaviours).

The initiative has two aims: strengthen support for the group’s strategy and give senior managers a strong sense of belonging to a network in order to encourage them to share good

practices. The ambitious training programme combines, in the long term, self-assessment tools, dedicated teaching resources, a business game, forums for sharing experiences and custom-made videocast. This gives the senior managers a unique learning experience. Two other

projects were also simultaneously rolled out: ‘Fundamentally Sodexo’ on the fundamentals of the group’s strategy for top executives and ‘Emerging Leaders’, a wide-ranging programme for integrating and developing new talents within the group. ■

*We brought in CrossKnowledge to help with our HR goals: the involvement, motivation and strategic alignment of our 950 senior managers.”*

**Maria Outters,**  
VP Group HR Development, Sodexo

## GOALS

- › Involving, motivating and aligning 950 senior managers with the group’s strategy and transformation objectives

## SOLUTIONS

- › CrossKnowledge Knowledge Community
- › CrossKnowledge Training on Demand

## BENEFITS

- › Managers aligned around shared management and leadership practices
- › Huge cost optimisation through the combination of on-site and online training