Trust

Benchmark employer / Customer experience / Personal data / Support for families / Radio waves / Responsible purchasing

Becoming more collectively agile

Challenges / vision / beliefs

Collective agility is essential to be more responsive to our customers' expectations and market trends. In a Group with over 150,000 employees, this is crucial in order to combine adaptability, attractiveness and performance. Our agility depends on our ability to generate, foster, develop, and advance local organisational and social innovations.

Roadmap

Developing new agile ways of working and thinking transversally in our organisation and operating methods, focusing on digitisation and simplification and promoting innovation, initiative, and experimentation.

eCAC40 2017

The 2017 eCAC40 ranking, put together by French business newspaper Les Échos and Gilles Babinet, digital expert, puts Orange in 3rd place among companies that have best handled the arrival of digital technology.

News / achievements

- First agreement on supporting digital transformation: this agreement is intended to support Orange's employees through the digital transformation, so that every individual can find his or her place and take part in the process. The agreement underlines the opportunities, impacts and risks of digital transformation and will:
  - ensure our employees benefit from new opportunities related to digital transformation,
  - reduce the risk of a digital divide by enabling each employee to learn about and receive training in digital technology,
  - ensure work/life balance is respected by guaranteeing the right to log off,
  - ensure the confidentiality of our employees' personal data.

  In 2017, the French national digital transformation council set in motion several initiatives, including producing the individual digital uses review (which should be rolled out in 2018), the digital signature of employment contracts by HR, and the development of training courses for multi-disciplinary actors in identifying digital-related risks.

- The Orange Learning platform was released in 2016 and its implementation has continued: it is accessible on all devices, with a unique catalogue to support employees in their skills development and to enable everyone to be proactive in their development by managing their own skills development journey. The platform has been rolled out in six countries with a total of 162,000 active accounts.

- Continuation of work to unite employees around Plazza, Orange's social network. This secure ISO 27001-certified network is accessible in 21 Orange countries and hit the 62,000 active user mark in 2017.

- Orange is also providing new work organisation opportunities with dedicated applications, including "occasional remote working", which makes it easier to submit and approve an application to work remotely occasionally from another Orange site or an employee's home.

Going further

- [Treating the company as a laboratory for the digital revolution](#)