



AXA Innovation Challenge

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AXA at a glance

AXA Group



AXA Greece



A holistic employee experience

- Digital Internal communication
- We care for you week
- Pulse survey
- ONE AXA / ONE Roof
- Culture Simplicity, Empowerment, Agility & Innovation
- AXA Innovation Challenge



- Panorama
- AXA Business Day
- AXA 4 Youth
- Projects with Universities



- Onboarding application
- Breakfast with the CEO
- Personalized Learning pathway
- HRBP support

Total Employee Experience



- Well being@AXA experience – Diet, Exercise, Mental
- Paternity scheme
- I am AXAually Home

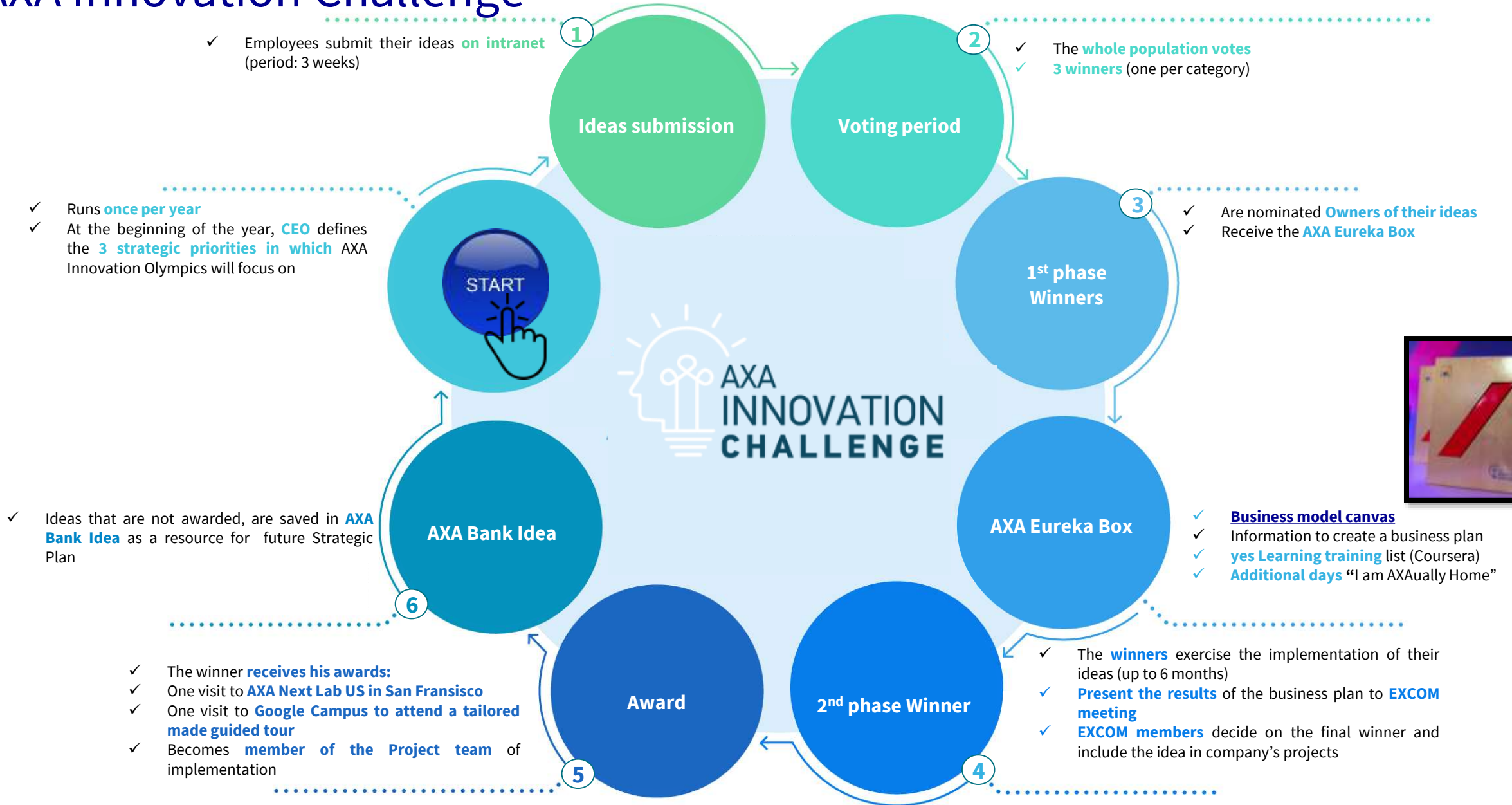


- YES Learning (+1000 trainings / Coursera - certifications)
- Digital Manager@AXA - Gamification
- Learning Games & Learning Contests
- Upskilling-Reskilling
- Fast track & Shuttle programs
- Talent Retention Program



- Personalized Recognition plan
- Harmonization meetings for Performance
- Merit Matrix

AXA Innovation Challenge



Οφέλη AXA Innovation Challenge



Cultivate an Innovation Culture



76% increase in receiving ideas 2019 vs 2018

Training programs (Coursera)



Increase Engagement

38 eNPS



63% of employees voted the ideas of their colleagues



68% of employees participated in the contest either by submitting ideas or participating in voting process



Communication plan & Voting process



43% of the ideas under the Customer First category



Employer Branding: Attract talents

66% of Millennials says that Innovation is a critical requirement in choosing a potential employer*

78% of the most innovative organizations manage new ideas in a structured way*





Thank you