

How to make new hires quickly feel part of the team and what we did to strengthen our...

#Teamspirit



Buddy

A concept we used even before things turned weird, but helped us especially during the last couple of months. The Buddy is an acc'sie who has more experience in working at accilium. She or he is always available to his or her acc'sie for all questions regarding the onboarding-process, the further career path at accilium and for all other questions. It turned out as being a very effective format to help new hires quickly feel part of the team.



Management 1on1's

Leadership is of great value to us and we always expect our managers to lead by example. In the biweekly 1on1 meetings with their employees, our managers are available as mentors to discuss work-related issues but also to share experiences about their own career and life. Sometimes it is also just to talk. What matters is that both acc'sies get together away from the regularly scheduled meetings and calls.



Virtual Pub Quiz

The Pubs are closed? Not at accilium. In a great initiative, some of our acc'sies decided to reopen the bars with a Virtual Pub Quiz. Including food delivery and real drinks, the evening almost felt like a usual night out. Obviously our acc'sies solved the questions just like usual Management Consultancy Cases e.g.: How many acc'sies with an average height of 1.70m have to be laid end to end to reach from Vienna to Wolfsburg? Can you guess the answer?



Walk & Talk

We all know how things go sometime. You feel upset about a certain matters or you are simply dissatisfied. What we don't want is, for these things to simply be ignored. In fact, we encourage our employees to actively address what they don't like. For that certain matter we have developed our own format: The walk & talk. Each acc'sie has the opportunity to request a walk & talk with one of the managing partners. You leave the office, take a walk and talk about the things that are on your mind. We believe friction is a good thing, if you address it.



Coffee Talks

In a growing company, new employees are constantly joining. To ensure that all acc'sies who don't necessarily work together on projects or the same office location get to know each other, we started the 15-minute accilium coffee talks. Every friday, a randomly generated list of acc'sie couples is sent out to allcompany for the upcoming week. The rules: The older one invites to the younger one. In reverse the younger one has to bring 3 funny or insightful questions, to get the conversation started in the right mood.



Connected Working

A best practice we discovered on our projects: When people are working from home or in different offices, even though they don't need to, they would establish a teams call and be connected. So when they want to say something, they can right away. At least we were able to create a certain feeling of a shared office atmosphere since after all, working in home office for weeks can get pretty lonely from time to time.