

# Solvay Way of Working - Workplace Experience



[Link to video Hervé Tiberghien](#)

[Do you want to discover more about the Solvay Way of Working \(SWoW\) ? This Wikipage is for you !](#)

Step by step, our Solvay sites are transforming towards SWoW. Discover in these pages what that means and how you can contribute to make it a great experience !

## Why SWoW ?

In cohesion with our Purpose "We bond people, ideas and elements to reinvent progress", the future of our workplace aims to translate our culture into a living reality.

The Solvay Way of Working's ambition is to :

- enable bonding & boost **collaboration** beyond silos **to be more efficient**
- foster **innovation for our customers** thanks to **agility**, partnerships & co-creation
- **experience** a lively and vibrant work environment, with performance & well-being at its heart
- **grow** our people, attract talents and make us proud

With the new **Mobile Working Policy**, the employees can work from home or on site, taking into consideration constraints and wishes.

Thanks to a reinforced trust and continued dialogue with the manager and within the team, it increases motivation to work and boosts performance.

**So in a nutshell, SWoW** : be flexible to **work where you can be at your best**

On site, employees are offered a large choice between **different working positions**, shared and organized **by area** (collaboration, in-between and focus). They choose a place that suits best their task and needs.

SWoW only becomes a reality by relying on the "**4Bs**", both the "**Bricks**" (nature or configuration of the building), the "**Bytes**" (digital environment), the "**Behaviors**" (adapted behaviors) and the "**Branding**" (environment that reflects our identity).

SWoW and Mobile Working also aim at supporting our **One Planet and Fuel for Growth ambitions** such as lowering mobility and office footprints, adapting our habits towards working paperless, standardizing and simplifying our tools catalogues etc.