

SWoW guiding principles

First guiding principle

Activity based working - what is it about ?

The key principle of a SWoW space is Activity Based Working, or simply put: working in a space that corresponds to the nature of the work to be done, guaranteeing greater flexibility.

A well-designed space is not enough: Activity Based Working 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 behavior) and the Branding (environment that reflects our identity).

In practice, there are three types of areas dedicated to Activity Based Working: Collaboration, In between and Focus.

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Diversified & shared working environment according to your activities



Be flexible to work where you want, **choosing** a place that suits best your task



Each entity has its own **home base**

Second guiding principle

Integrate the 4B's ecosystem



Bricks

- **Activity Based Working** : spaces shaped for each activity and profile. **Home office** is part of SWoW, no dedicated office.
- Individual work, collaboration, focus, conviviality, support areas.
- Each team has its **own home base**.
- **Clean desk** for all

Bytes

- I can connect **anytime, anywhere** in an easy & secure way.
- Easy connection for partners & clients
- Virtual **collaboration** through cutting edge settings



Behaviors

As an individual, I

- Give priority to **customers and frontline needs**
- Reach my **objectives** and go beyond



- am **free to organize my work**

We, as a Group collaborate

- **Beyond silos**
- In an **agile project mode**

My manager

- leads as **role model** for Solvay SoW
- **Empowers, coaches and trusts** me to make it happen

Branding

- The branding had to reflect the **heritage and DNA of Solvay**.
- **Pride** to welcome visitors.
- Contributes to brand attractiveness, especially for **talents**.
- Touches of **humor, inspirational quotes** ...

