

DCL ANGLAIS

Diplôme de Compétence en Langue

Session du vendredi 14 décembre 2012

Dossier documentaire et mise en situation du candidat

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Mise en situation

Vous êtes **Dominique Thomas**.

Vous travaillez pour la direction des ressources humaines de l'entreprise multinationale **New Computing International Ltd**, basée à Paris.

Vous devez recommander une manière simple d'introduire de la nature sur le lieu de travail de vos collaborateurs.

Pour vous aider à faire votre choix, vous contacterez votre homologue dans une autre entreprise du même groupe '**UK Computer Services**' qui a déjà une expérience de ce type d'action.

Ensuite, vous présenterez par écrit, dans une lettre, votre choix définitif à **Mr. Robert CHARLES**, Directeur des Ressources Humaines chez **New Computing International Ltd**, votre responsable.

 Document 1:

New Computing International Ltd

INTERNAL MEMO

From: Robert Charles, Human Resources Manager

To: Dominique Thomas

Subject: 'Greening' the Workplace / URGENT



As you know, absenteeism at work is on the increase. To address this problem, the management team is interested in increasing well-being at work as we have heard that this helps to create a more productive working environment.

We would like to examine the introduction of 'green', ecological ideas into the workplace, notably in our office building in central Paris. We need to analyse the different options and, of course, their potential benefits to a large company like ours.

Have a look at the file I left for you - it contains three possible options the management have already expressed an interest in:

- ***Green Walls***
- ***Bee-keeping***
- ***Fruit Delivery***

You should also contact someone at "**UK Computer Services**", one of our branches in central London, as they have already introduced similar measures and it would be useful to get some feedback. You can discuss your ideas with them.

As I will be out of the office for several days, could you then send me a letter giving your recommendations about which of the options you think would be the most beneficial?

I look forward to hearing from you.

R. Charles

TOURNEZ LA PAGE

 Document 2 :

What is Workplace Wellness?

In the past, the idea of creating a healthy workplace focused on safety and injury prevention for workers.

Since the early 2000s, however, the focus has moved to programmes designed to help employees to choose a healthier lifestyle – giving up smoking, or becoming more physically active, for example.

More recently, it has been agreed that while safety and lifestyle programs are two aspects that definitely contribute to the health of employees, workplace wellness is more effective when a third factor is brought into the equation—the environment at work.

How the workplace affects health

More and more researchers are demonstrating that the workplace itself has a powerful effect on people's health.

-  When people are satisfied with their job, they are more productive and tend to be healthier.
-  When employees feel that the environment at work is negative, they feel stressed. Stress has a large impact on employee mental and physical health, and in turn, on productivity.

Companies today who want to attract and keep good workers have leaders who understand the connection between employee satisfaction and employee health and believe that workplace wellness is a business strategy. Workplace wellness benefits both employers and employees.

 Document 3:

International Business Weekly

Green Walls – a new trend in office design?



A recent trend in companies around the world has been to install ‘Green Walls’ on their premises.

Why are businesses interested in this new type of eco-deco and what do employees think?

Greenleaves Ltd, a green wall producer based in Vancouver, Canada, says that 35% of their projects are installed on business premises (offices, factories, shopping centres ...).

“They make people think green” says Debbie Fox, marketing manager at Greenleaves.

“As well as looking beautiful, green walls have a host of other benefits: lower temperatures, improved air quality and a reduction in both noise pollution and energy costs.”

Many companies may already be incorporating green efforts into their operations, such as recycled carpets or composting toilets, but “nobody really sees them,” she says.

“With the green wall, it’s instant impact.”

“They’re going to become a basic element in all buildings,” she says. “They’re going to be as common as bathrooms.”

TOURNEZ LA PAGE

 Document 4 :

Bringing bees and businesses closer together

The honey bee is an endangered species around the world. Declines in bee colonies have been seen increasingly across Europe and the US over the past decade, and are now being observed in China and Japan. There are also the first signs of African collapses, according to a report from the UN Environment Program. Viruses, parasites, insecticides, malnutrition, the intensification of agriculture and habitat damage are all under suspicion – but no specific cause has been pinpointed.

It's important to realise that in many places, bees need help. An interesting initiative is taking place in central London. **Companies are being encouraged to install bee-hives on their office building roofs around the capital.**

The spin-offs from these urban bee-keeping experiments are numerous – bee populations in cities are now once again on the increase, supported by urban parkland and gardens. Office workers, given the correct training, can become involved in the maintenance of the bee hives placed on workplace roofs – leading to more conviviality and creativity. And all the employees can take advantage of the honey and other by-products of the hives.



There could also be business performance benefits – some observers suggest that one of the most useful lessons to be learned from the beehive is that the workforce shares the toils of their labour – in the bees' case the honey they produce to feed themselves over the winter. Those that don't contribute – the workshy male drones – are kicked out of the hive at the end of summer. And the queen bee, despite her regal title, far from being a ruler of the bee colony, is a slave to her workers, fed by them when they want her to lay thousands of eggs, starved when they don't – all for the good of the whole colony.

For companies not wishing to go the whole hog immediately, there are also 'adopt a hive' schemes available – where employees can follow the bustling activity of "their" hive via the internet.

 Document 5 :

Healthy Eating, Healthy Employees, Better Bottom Line

By Michael F. Carmichael
Sept. 29, 2011

With more than half of us overweight – and many of us saying we are so stressed we don't have any available timeslots for eating healthily – 14 years ago one man started a crusade to change what we grab to keep us going. Meet Chris Mittelstaedt: The FruitGuy. And, he's making inroads. Mittelstaedt is based in the San Francisco area, the home of Silicon Valley and its classically stressed-out techies. "The thing that started our movement was the dot-com boom," Mittelstaedt explains.

"I had a number of friends in the industry and when I talked to them they would ask me, 'Don't you know of anything we could snack on instead of Cola?' That's when I said I'd bring them fresh fruit. One thing led to another and I started building wooden crates and stenciling them with my home telephone number on the side, filling them with fresh fruit and taking them to offices in my car," he recalls.

Mittelstaedt, now calling his delivery service The FruitGuys, soon moved on to a U-Haul truck and started hiring people. "In the first three years we grew from nothing in revenue to \$1 million in sales by year three. Then came the economic turndown."

"Out of that experience," Mittelstaedt says, "came the idea of expanding nationwide and not being so focused on one local economy. We could divide our risk among different localities, with different economies. That's served us very well. We're very evolutionary-based in the way we grow."

A challenge to geographic expansion for a fresh produce company is ensuring adequate supply. Mittelstaedt addresses that by saying, "In order to grow the business we had to have as many local resources and people on the ground as we could. In order to really affect change in behavior for people's health you have to know the people you're dealing with. Having a national brand is good but it's even better if it has a local implementation and local flavor. One of our goals as we open facilities is to work with as many local growers on the ground – when in season – as we possibly can."



The FruitGuys grew to \$1 million in sales by the end of its third year in business.

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