

Advice Catalogue 2020

**Headquarters: 1A rue de Général de
Gaulle 94430 CHENNEVIERES-SUR-MARNE**

Nice location: 4 bis avenue de Verdun - 06000 Nice

Pau location: 19 rue Samonzet - 64000 Pau

Website: www.d-entree-de-jeu.net

E-mail: info@d-entree-de-jeu.net

RCS Créteil 504 232 380 – APE 7022Z



- Factors
- Objectives
- Target
- Survey
- Privacy



- Advice
- Recrutement
- Management

Assess the Quality of life at work

- Assessing the quality of life at work, nowadays, is a key indicator which makes a significant difference in the competitiveness and attractiveness of companies.
- Survey psychometrically validated by the Social Psychology laboratory of the University of Paris V.
- Analysis and identification of leads which allow for a tailor-made action plan.
- Possible segmentations on demand.
- Different versions available depending on the population : managers, employees, leaders, liberal professions.
- The survey is composed of 120 questions calibrated on 5 dimensions and 18 factors.
- Possibility of an English version.

FACTORS

PHYSICAL :

- Levels of adaptation :
- Physical change due to stress
 - Energy and recuperation
 - Health in general

COGNITIVE AND EMOTIONAL :

- Levels of adaptation :
- cognitive to stress
 - emotional to stress
- Direction, values and engagement at work.
- Personal satisfaction
 - Fulfillment at work

RELATIONSHIP :

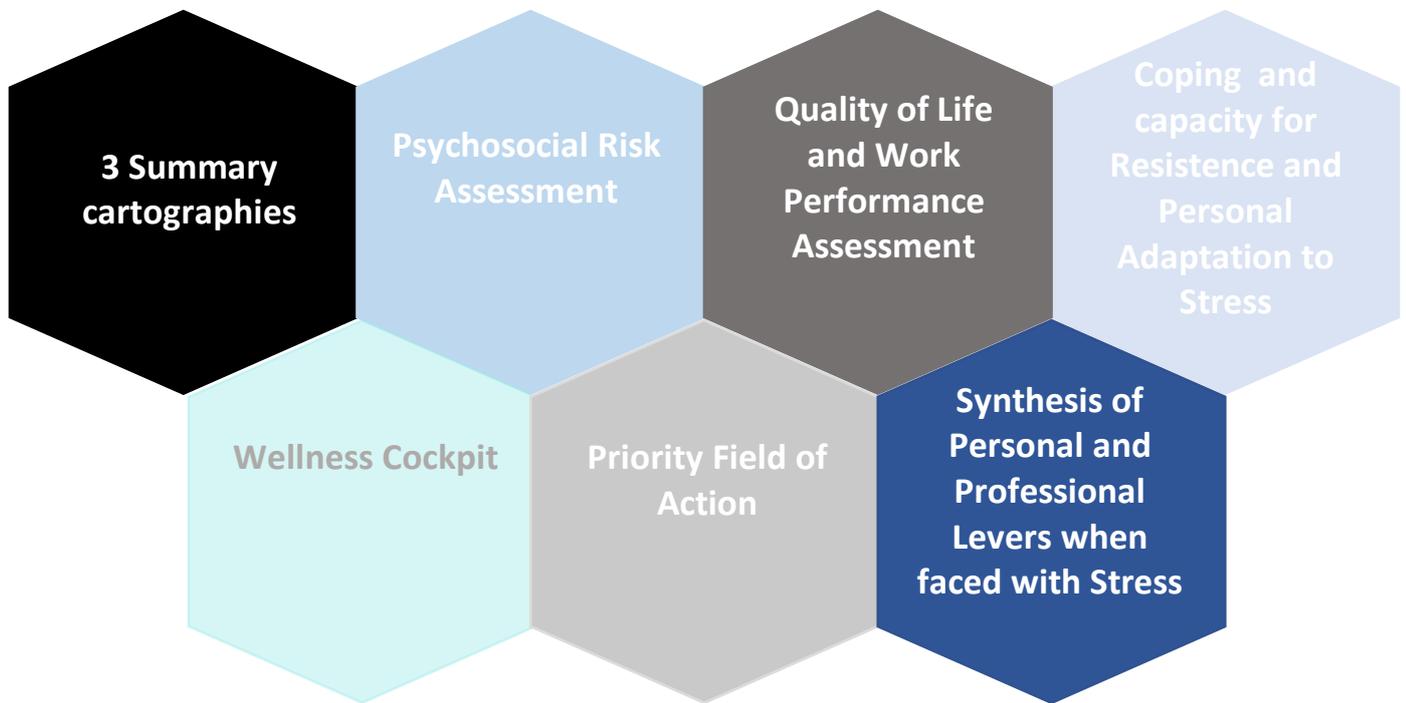
- Levels of adaptation :
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RELATING TO WORKING CONDITIONS AND TIME MANAGEMENT

- Ergonomics and environment of the post
- Means and working conditions
- Time management and workload
- Balance between professional and personal life

MANAGERIAL AND ORGANISATIONAL

- Organization of work and definition of roles
- Management quality
- Professional development prospects
- Evolutions and change management



OBJECTIVES

- Establish a Quality of Life at Work barometer for a company, organization or team.
- Have objective data and indicators on the social performance and intangible capital of a company.
- Analyze and measure the progress of managerial performance
- Comply with regulations in terms of DU and RPS to guard against heavy financial sanctions
- Limit the consequences of the manager's criminal responsibility for occupational health.

TARGET

- HR approach of a company: Support for employees.
- Employer Brand Approach: Attractiveness of the Brand.
- Managerial Performance Approach: Management training.

SURVEY

- 120 questions online

CONFIDENTIALITY

- Anonymous results – Remote server.
- Secure password required to be able to access the questionnaire.

Professional Stress Management and Psychosocial Risk Management Audit & Diagnosis

Context

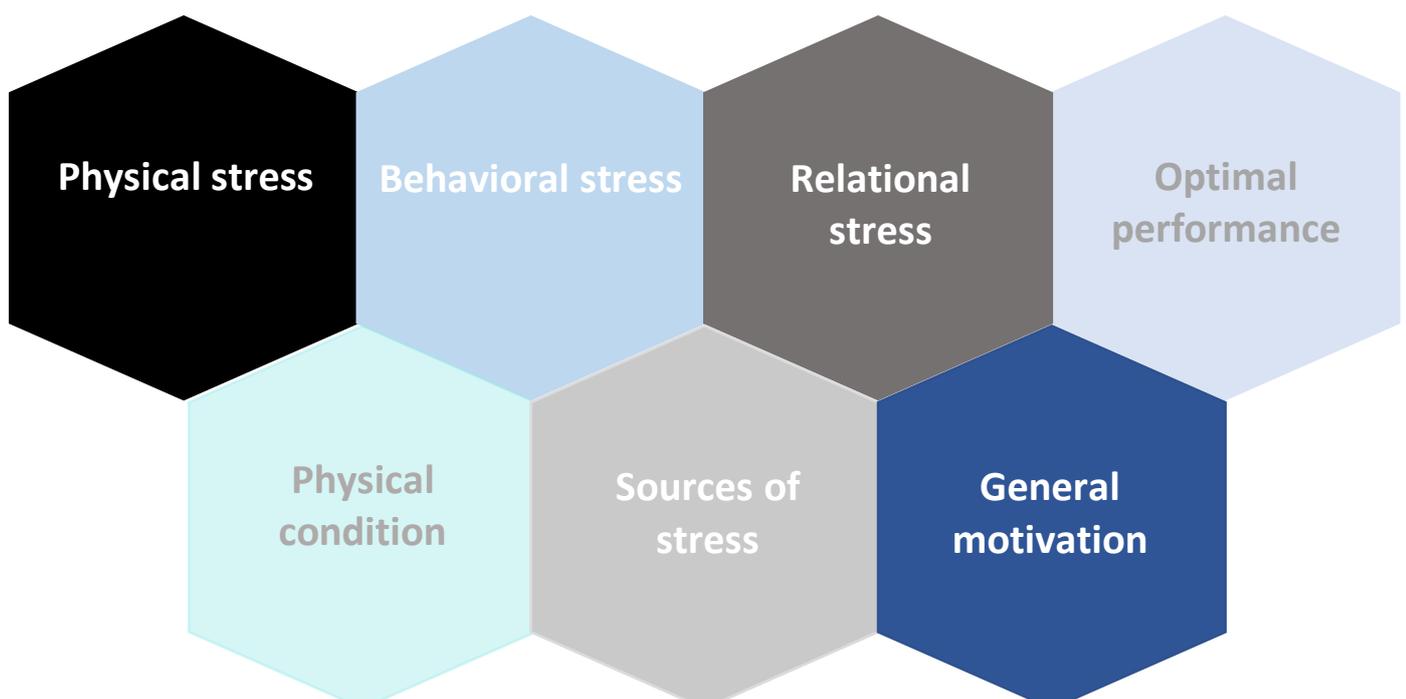
The financial and human cost of stress is expensive for both businesses and employees. Reducing it is possible, but first requires an **analysis of the causes and an assessment of the sources** and their consequences, both on the structure and on the people.

→ **WellScan© helps to contribute and to better understand professional stress, in order to identify solutions and help everyone to better deal with pressure, effectively and over time.**

Measure professional stress with Wellscan©

To effectively deal with stress, you still need to know its magnitude. WellScan © is a screening and objective assessment tool for sources of stress at work. It is based on the latest research in stress management, prevention of psychosocial risks and occupational health. However, it is not a medical questionnaire.

WellScan® is the first audit tool that measures the 7 key dimensions of Human Capital based on scientifically established criteria:



What WellScan© can do

For the individual / team

- Identify the state of stress
- Beome aware of the impact of one's stressors on one's health and professional performance; manage stress better by increasing self-awareness and appropriate techniques.

With all the data, WellScan© identifies :

- The « **points of support** » of a person, this is where the person draws their strengths and ressources when it comes to stress management.
- The « **points of vigilance** » of a person, their area of potential danger in terms of stress that he must learn to manage.

For the company

- Detect the population who are more prone to stress (demobilisation of teams, exhaustion of individuals...)
- Identify the most critical « stressors” and capitalize in the ressources for each team.
- Target the « stressors » generated by the organisation.
- Identify prevention mechanisms and actions that can be taken.
- Evaluate and compare the effectiveness of the measures taken over time.

WellScan® surveys assess the level of well-being and performance at work. They include 125 to 150 questions to measure the scientifically recognized factors of work stress. They make it possible to identify and assess employees simply and anonymously on the components of professional stress, motivation and extra-professional skills (emotional and relational intelligence, time management, energy management ...).

The tool constitutes the audit step in the context of training in stress management and prevention of psychosocial risks. WellScan® was designed to help Human Resources and Health actors to diagnose stressful situations in companies and to put in place a prevention policy.



A team at the service of all actors operating on airport platforms

Our asset : more than 25 years of experience in the aeronautical universe, with primary concern, the strict application of fundamental values : the safety of people, goods and the quality of service rendered to customers.

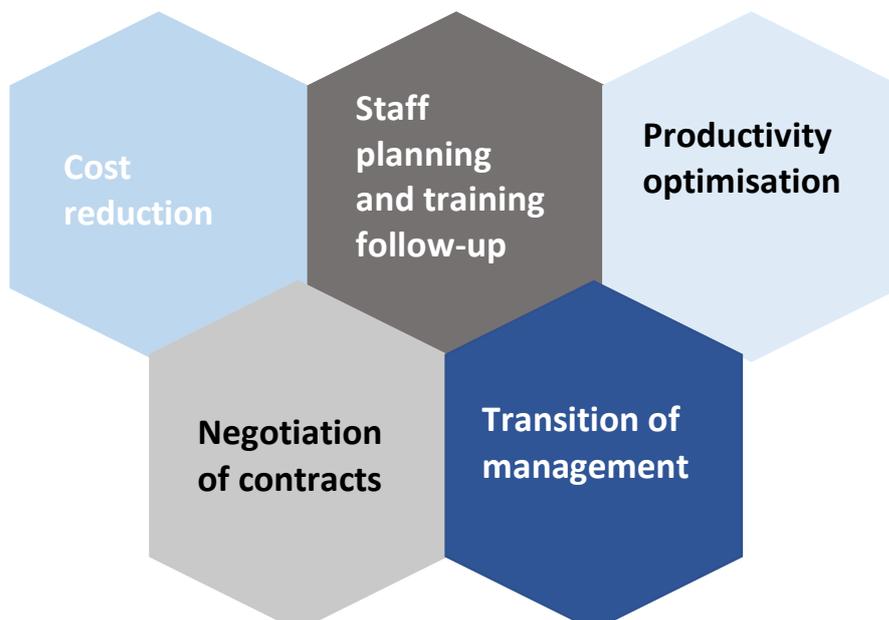
With an increase in air traffic in the number of passengers and in freight to be transported which continues to grow, with the appearance of new needs related inter alia to the diversity of economic models, to security or even to logistics, operators must combine high standards and rigor.

The « know-how » of D'Entrée de Jeu will allow you to effectively respond to the expectations of airport providers and airlines by auditing, training, accompanying and advising teams during all stages of processing a departing flight or at arrival.

The aeronautical world offers a mosaic of functions that vary from company to company.

NoWe have the key to your problems

Our skills are also specifically recognized in :



Advice and recrutement

- Support for the HRD when taking up a job or during peaks in activity
- Development of an HR policy
- Relaunch of the social dialogue
- Support of the PSE
- Assessment and development of skills, especially of senior management.
- Individual performance assessment and tailor-made support plans
- Recrutement and integration of new technical employees (technical, behavioural and language tests)
- Recruitment in a wide range of positions and sectors : from manager to supervisor, from hospitality to tourism, from finance to hotels.
- Personalized recruitment in all the air trades
- Internal communication
- Administrative staff management





Our trainers

Béatrice TREDJEU

- ☒ Founder and manager of the consulting and training firm **D'ENTREE DE JEU**, Béatrice TREDJEU brings her managerial and conflict management experience after having spent about twenty years in the airline and in airport assistance.

She exercises her expertise mainly in the following fields

- Crisis management
- Team cohesion
- Relations with social partners
- Adaptation to change
- Stress and customer conflict management
- Recruitment

Certified PROCESS COM[®] trainer (KAHLER COMMUNICATION FRANCE) 2009

Well Scan 2011 certified

Trilingual French, English, Spanish

Jean-Christophe MINOT

- ☛ Consultant to the HR Cabinet of D'Entrée de Jeu, Consul to the Kingdom of Denmark, nearly 20 years spent at the head of an international industrial group, and just as many spent as president of the Lille airport, Jean Christophe MINOT gives us his expertise in the following areas :

- Support in the international development of companies
- Managing changes in operations

Trilingual in French, English and German



Our trainers

Elisabeth ROBBES

After many years in the airline industry, Elisabeth ROBBES brings to the table her expertise in the following areas:

- Administrative and financial management
- Billing
- Training management
- Litigation

Nathalie GONCALVES

Graduated from a BTS in tourism, and after many years in the airline industry, Nathalie GONCALVES brings her expertise in the following fields :

- Reception and service
- Customer relationship
- Management
- Human factors
- Recrutement

Customer Conflict Management

Human Factors Certified - June 2015

DCS iPort certified - October 2015

Process Com certified - June 2016

Certified Resilience in Professional Environment - July 2018

Certified DCM, Dynamics Conflicts Model - July 2018

Certified Gestures and Postures - March 2019



Our trainers

Luc COSSON

After a BTS diploma in tourism, as well as a long professional experience in the Traffic and Runway service of airlines and airport assistance companies, Luc COSSON, graduate of ESMA as “Preparation Technician de Vols” brings to the firm his expertise in the following areas:

- Human factors
- Track safety
- Technical training in the Track and Traffic trades
- Altéa FM
- Resiber
- iPort

DCS iPort certified - October 2015

Human Factors Certified - June 2015

DCS Altéa FM certified - May 2015

Certified Gestures and Postures Trainer March 2019

English bilingual

Stéphane MOIZAN

After an experience of Catering Supervisor, then Stopover Supervisor within an Airline Company.

IATA graduate, Dangerous Goods Trainer, he exercises his expertise in the following fields:

- Dangerous Goods Training
- Planner for a subsidiary of an Aeronautical Group

Certified Dangerous Goods Trainer in 2017

Certified Gestures and Postures Trainer March 2019



