

Identifying and developing talented people

What is especially engaging about working in Organizational Development is that there is no set formula for working with people. Each situation is unique.

When she was younger, Elisabeth found it challenging to decide what career avenue to pursue, since so many interested her. She has always enjoyed sharing knowledge, but the main focus had to be people—to work cooperatively for and with people. To listen to them and to help them see more clearly in difficult situations. In short, to make their professional life less complicated and more enjoyable.

PROACTION : AN EASY CHOICE

When Elisabeth initially applied, the name of the company had been erased from the internship offer. Therefore, she didn't choose Proaction because of its reputation, but rather because of what the position involved. The quality and depth of the interviews greatly impressed her, in contrast to interviews she had undergone previously.

She chose Proaction for its approach and the tools at its disposal, but it was the competence and ambition of the team that compelled her to continue working there year after year. *"Proaction is a place of great intensity, and of close-knit bonds. It is surprising and inspiring to experience a strong sense of belonging to the organization and to the individuals who make it up."*

SEIZING OPPORTUNITIES

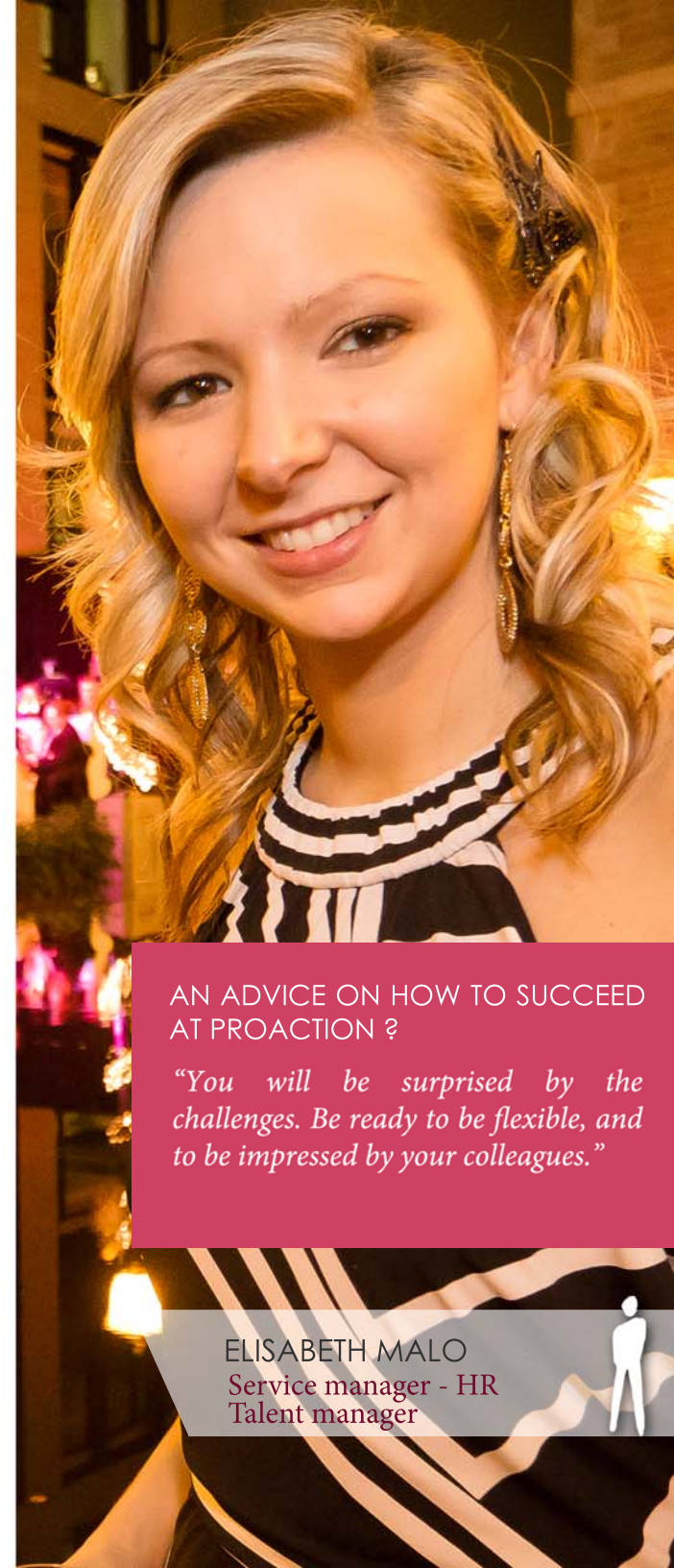
Forward momentum is a key element at Proaction, and Elisabeth is a prime example of this. Since she started with the organization, her roles and responsibilities have not ceased to evolve. She learned that you should not hesitate to seize opportunities—and that you should even create them.

"What inspires me to continue to develop at Proaction each day is the possibility of change, of not being in the same routine, and, above all, constant learning."

Investment of time and money in human development is another thing that Elisabeth finds stimulating. *"Working collaboratively with all levels and all departments means always learning and being challenged. I place great value on the esteem of my colleagues."*

BALANCE BETWEEN WORK & PASSIONS

Elisabeth already enjoys a rich social life of evenings with family and friends, shows, plays, and enjoyable dinners at restaurants. She also dreams of adventure and discovery. *"I dream of taking off for months and using that time to discover new countries and cultures—to embark on a mini-tour of the world."*



AN ADVICE ON HOW TO SUCCEED AT PROACTION ?

"You will be surprised by the challenges. Be ready to be flexible, and to be impressed by your colleagues."

ELISABETH MALO
Service manager - HR
Talent manager

