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COOPERATIVE INTELLIGENCE: HOW ESSILOR DEVELOPS ITS PEOPLE

The best ideas often come from collective thinking and cooperation. Meet the people behind LOFT – a growing global community of Essilor experts helping to develop people across the Group.

LOFT (Learning Organization for Tomorrow) is a Group-wide employee-led knowledge management system that is helping to spread technical skills, share best practices and provide problem-solving support between experts, technicians, lab teams and production sites. Over seven years, LOFT has become a highly interactive and international network operating in some 40 countries which has trained 18,000 associates worldwide.

Some 1,500 volunteer trainers and coaches share their knowledge and passion through a range of on-site sessions – from introductory courses for newcomers well as hundreds of hours of ongoing operational training. LOFT began in 2007 when Essilor decided to explore the power of community dynamics as a way to engage and develop a young workforce with a diversity of skills and cultures in production sites and lab across the world.

Beyond helping teams master technical processes, LOFT training also supports internal mobility and helps Essilor build fulfilling career paths, for example by sending master trainers to build knowledge and improvement in other labs.



The program continues to evolve, to support new partner labs joining the Group as well as Essilor's development into business areas such as sunwear. The LOFT community now has 2000 contributors.

In France, Essilor received a Human Capital trophy for this global training approach recognizing its value in developing and engaging employees while helping the transformation of companies.

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