



The proper training would give the assurance and serenity that are sources of productivity and well-being. The idea that to be a good employee equates with maintaining good health and as such individual responsibility becomes an employability objective. **Health becomes a performance criterion.** You have to sleep well, go to bed early, go running, stop smoking, meditate, no longer eat fat or sugar, you should eat less meat because it is bad for the planet. So much interference in the private sphere that calls for a form of hygienics ideology in the service of economic performance.

Have we become mere machines to be kept in constant optimal operation? It would be infinitely more productive to give meaning to one's work and to put individual satisfaction and the awareness of playing a role in a plural entity back at the heart of this human question.

If Schneider Electric believes that economic performance depends only on individual health, then it is urgent that it refocus on its vocation and shifts its focus from the individual to the organization of work, which is its real added value. «**Essentials**» training will no longer suffice.



## AND TOMORROW - COMMUNICATION MANAGEMENT ?



Learning non-conflictual communication (NVC «Non Violent Communication», a new trend that SE has now appropriated) is the logical continuation. At the risk of annihilating the debate of ideas, the confrontation of varying points of view, and in short the elimination of differing opinions which normally would enrich and enable balanced construction.

Are we supposed to simply be followers ? The collective force will never win by eliminating the benefit of contradictory debates : allowing emotions to be expressed, rather than constraining them. Does this need to be discussed ?

We at the CFE-CGC believe that the true recognition of individual singularities leads to individual and collective fulfillment.



**FOR REAL WELL-BEING AT WORK,** the CFE-CGC is seeking to return to intrinsic values :

- Working within a framework of delegation and trust
- Building team spirit
- Offering real prospects for the future and for progression
- Setting ambitious but attainable goals
- Ensuring that every individual is recognized for their skills and experience

Work is a contractual relationship between a person and a company. The latter should not interfere in matters that offend individual values and conscience at the risk of losing its own.

The CFE-CGC at the service of employees, in defense of fair and equitable compensation in the common interest of achieving the company's objectives.



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