

Flexibility and teleworking in practice to support inclusion in the workplace

The example of SDM

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Seek Diversity, create Inclusion, achieve Results



SDM is a **unique industrial partnership** of operational stakeholders from the ATM community from all over Europe: it is a **multi-cultural environment** where a variety of **different voices and perspectives** are always encouraged



- With 19 Members the SDM benefits from **all types of diversity**
- **Share and consider multiple perspectives is key to achieve inclusion, reciprocal understanding and outstanding results.**



Ethnicity



Gender



Religion



Disability



Nationality



Age



Background



Personality



Mind-set

Overcome D&I challenges is a must

To stay competitive, the Aviation industry needs **all kinds of talents, skills and knowledge**.
Diversity and **inclusion** must **always be encouraged**, as they increase the talent pool to choose from.

How can we attract and keep talents?

Gender diversity

- ▶ Bridging the gap with schools to attract **girls towards a career in ATM**
- ▶ Mentoring young girls with **ATCOs, engineers, pilots and managers**



Flexible working environment

- ▶ Avoid losing know-how by giving people **more flexible work programs**
- ▶ Special support to staff with **family caring responsibilities**



Diversity and Work Flexibility

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone”

Sundar Pichai, CEO Google

Flexibility is the **key tool to ensure inclusion on the workplace**, to make sure all voices are heard

Ad hoc flexibility is **enabled by existing technologies** and is firmly rooted in modern workplaces



It increases productivity, allows for cost-savings, improves employees' wellbeing and higher morale, facilitates retention



Remote working helps companies by allowing to recruit the best people for the job, no matter where they happen to live

Flexibility and teleworking at SDM



Flexibility and teleworking are key tools for every organization. Given its specific setup and nature as a partnership of European stakeholders, SDM is **taking advantage of these instruments**



Teleworking is a unique opportunity to **balance professional and family life**, and it allows flexible working conditions



It allows SDM to **recruit specific staff and expertise from its Members**, bringing together expertise from the whole ATM industry and across Europe



It ensures SDM staff are able to **secure permanent dialogue and the tightest links with local stakeholders**

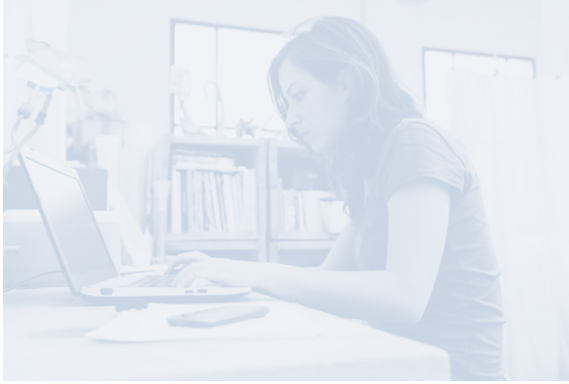


It is a critical **tool to reduce travel costs** whilst allowing SDM to bring together expertise from all its **Partners** spread across Europe



It offers the opportunity **not to lose contact with the job** (i.e. during parental leaves) and allows for **faster reintegration**

Work flexibility to improve diversity



“We like to give people the freedom to work where they want, safe in the knowledge that they have the drive and expertise to perform excellently, whether they at their desk or in their kitchen”

Richard Branson, founder of Virgin