



**TRANSVERSAL SKILLS**  
IN TIME OF COVID

# CASE STUDY 1



**FERI**

FUNDACJA EDUKACJI,  
ROZWOJU I INNOWACJI

**DIALOG**  
of Transformation



**EDIT·C**

EDUCATION & INFORMATION TECHNOLOGY CENTRE



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Changes and constant development are the middle name of Borne Furniture.

If someone doesn't like change and development, stay away from our company, said the director.

Changes affect everyone in our organisation. Openness to change is the most desirable competence in the company. Thanks to such action, we have the opportunity to improve both people and production processes. The process of change applies to all areas of the company's activity. We evolve at the organisational level, undergo a metamorphosis at the cultural level, but also process-wise. It should be noted that the development path we have chosen is not an easy one. It is constant work with another person on many levels of the organisation.

To increase the effectiveness of such activities, the involvement of the entire team is needed. In this case, the HR department has an important role to play, which helps the employee to find themselves in the organisation and supports them in solving problems. After the recent reorganisation, the HR Department has redefined its tasks to be in line with the current situation on the labour market. We stand for high standards. We improve the human capital management policy so that both parties are satisfied.

We prefer a pro-employee people management policy. We are also open to the ideas of our most experienced employees. We managed to build a permanent, very stable team that understands and identifies with the company's policy. We are constantly looking for new non-wage benefits that are attractive to employees. Two locations of production plants in two different towns do not make it easy for us, but we try to reconcile it.

We enable employees to improve themselves by participating in training, language courses and co-financing of studies. We cooperate with universities from our region as part of dual studies and apprenticeships. We care about our employees so that they feel good in the company, can develop, gain knowledge and new skills. The development process of each employee is appreciated by us and directly related to their position and remuneration. Our employees can also count on a rich social package, private medical care and additional group insurance.

Particular attention to safety and good working conditions, including social ones, make Borne Furniture a stable and friendly company. We do not save on the safety of our employees. These efforts have been repeatedly appreciated by the National Labour Inspectorate. Our company was awarded in the competition "Employer - organiser of safe work". The project was addressed to entrepreneurs who organise their work in a way that ensures a high level of safety and compliance with labour law. The rewards don't end there. Borne Furniture also took first place in the Zachodniopomorskie Voivodeship in the nationwide ranking "Forbes Diamonds 2019" as a dynamically developing company. The ranking is organised every year by a prestigious economic monthly paper based on market data in which aspects of the dynamics of the company's development in the last year are assessed.

## TASKS:

1

**LIST ALL MECHANISMS OF CHANGE USED IN BORNE FURNITURE.**

2

**NEXT TO MECHANISMS OF CHANGE USED IN BORNE FURNITURE, WRITE DOWN THOSE THAT ARE USED IN YOUR WORKPLACE.**

3

**CONSIDER WHICH MECHANISMS ARE NOT USED AND MAY WORK.**

4

**WHO CAN YOU TALK TO ABOUT THIS IN THE COMPANY?**

5

**PUT FORWARD AN APPEAL TO THE COMPANY**