

CASE STUDY



CREATING A “ONE COMPANY FEEL” Technip India

THE COMPANY

The TECHNIP Group provides the full range of solutions in Engineering, Procurement and Construction, with expertise in Plant Design. It has a permanent global staff 24,000 and annual revenues in excess of 6 Billion Euro. TECHNIP INDIA LIMITED (TPIL) is a wholly owned subsidiary.

THE CHALLENGE

TPIL recently embarked upon a significant expansion, which included the acquisition of four major companies, resulting in total employee strength of 3000. The challenge was to create a common culture, “One Technip”, across previously independent organizations based in several major Indian cities.

“I was looking at a magic recipe to create a “One Technip” connect across our key locations in Mumbai, Delhi and Chennai.”

Samik Mukherjee, Country Head & Managing Director, Technip

WHY STEPATHLON?

Stepathlon provided a unique opportunity for the company to reap the benefits of enhanced activity, whilst at the same time serving as a unifying force through the implementation of common engagement goals in teams drawn from various locations.

“Stepathlon came along and it was just what I needed...Its easy to implement, I don't have to go through massive procedures or processes”

Samik Mukherjee, Country Head & Managing Director, Technip

THE OUTCOME

1009 stepathletes, representing one third of the total employee base, participated across three locations in Mumbai, Chennai and Delhi. This allowed the company to meet the objective of forging closer intra-company relationships through an enjoyable and beneficial activity not specifically related to its core business. Through coming together for an event, employees became more familiar with their counterparts in different locations, and this translated into ongoing improvements in communication and teamwork.



“Stepathlon started as a fitness initiative ..but now has become a social phenomena.”

Samik Mukherjee, Country Head & Managing Director, Technip

FACTS AND FIGURES

- **35.75%** of Technip Stepathletes **increased the number of days they exercised each week**
- **43.52%** of Technip Stepathletes **spent less time sitting per day**
- **39.20%** of Technip Stepathletes **improved their quality of sleep**
- **31.61%** of Technip Stepathletes **experienced lower levels of stress**
- **38.34%** of Technip Stepathletes **reported increased energy levels**
- **31.09%** of Technip Stepathletes **experienced increased engagement at their workplace**
- **32.47%** of Technip Stepathletes **were more productive at work**
- **30.22%** of Technip Stepathletes **improved their teamwork within their work group/company** in the 100 Days of Stepathlon
- **31.61%** of Technip Stepathletes **took less sick days** (during Stepathlon than in the previous 3 months)

