

Millennial Executive Committee: Ardian's younger generation makes its mark

The Millennial Executive Committee has developed a series of projects to strengthen management skills across the company and reinforce Ardian's culture and cohesion.

The Millennial Executive Committee brings together a group of employees under the age of 35 across the company to develop ideas in collaboration with Ardian's departments. Their purpose is to support the company's long-term success by focusing on attracting and retaining talent, increasing cohesion among our staff, strengthening Ardian's reputation and improving its impact from a social and environmental point of view. Originally formed in 2017 with 12 members, the Millennial Executive Committee is progressively handing over its responsibilities to a new group of young employees.

"Ardian's decision to create the Millennial Executive Committee was a great example of long-term thinking. It encourages collaboration and helps the company keep pace with a world that is constantly changing."

GIACOMO FORTI
President of the first Millennial Executive Committee

Its membership will expand to 15 during 2020 to reflect Ardian's increasing headcount, thus increasing participation from different departments and countries. The group meets twice a year in person and by video conference every six weeks.

Since it was set up, the Millennial Executive Committee has worked on around 10 projects, identifying key topics and working closely with different departments to develop and implement its solutions. Previous projects have included improving the welcome pack and integration seminar for new joiners and working with the Ardian Foundation to devolve more control over projects to local teams around the world.

The major initiatives the committee worked on in 2019 included:

Ardian Feedback Loop: A new 360-degree review system developed with Ardian's HR department. Feedback Loop will allow the employees to receive feedback from peers, colleagues and their managers. This initiative, which the committee hopes will help to develop leadership skills in new managers, is a major change for the company. It was test-launched to a limited group of employees with plans for a wider roll-out in 2020.

ACT 20: Starting in 2020, the committee and the HR team are launching a new training event for people promoted each January to management roles in support functions or to senior investment manager positions. Ardian Conference and Training 2020 will bring together around 40 people in 2020 to encourage innovative thinking and provide training on the key topics of artificial intelligence and emotional intelligence. The conference will also help people in different parts of the company to develop their personal network and increase cohesion within Ardian.



The new members of the Millennial Executive Committee

FROM LEFT TO RIGHT

ZACHARY LEVINE
Fund of Funds – San Francisco

PAULINE THOMSON
Infrastructure – Paris

ANAÏS ROBIN
Buyout – Paris

DAVID MCDONOUGH
Fund Finance Fund of Funds – London

ALVARO SANZ CARRASQUEÑO
Infrastructure – Madrid

NADINE ZARIFFA
Buyout – Milan

MATTHIEU LABOUCHE
Co-Investment – Paris

OMAR FJER
Real Estate – Paris

APOORVA JOSHI
Fund of Funds – London

MAXIME DURIEUX
Legal – London

JÉRÔME JOUYET
Investor Relations – Paris

JESSICA DU VIVIER
Human Resources – Paris

ROMAIN CHIUDINI
Growth – Paris

YANNIC METZGER
Expansion – Frankfurt

(missing)
ADA WEN
Fund of Funds – Beijing