

## Access to Experts



**Jean-Michel Monnot**

Founder of All Inclusive! Former Vice President, Group Diversity for Sodexo

Jean-Michel Monnot is the founder of **All Inclusive!**, a company aiming to improve organization's performance through inclusion.

Between 2007 et 2016, he has been Vice-President Group Diversity & Inclusion for Sodexo, based at Group Headquarters in Issy les Moulineaux, France. He has been responsible for implementing the Group Diversity & Inclusion strategy in the countries in which Sodexo operates. Collaborating with local teams, he has defined and supported each country's action plan, helping teams in their choice of priorities, fitting with their reality. He has also supported local management's commitment, by encouraging country leaders to sign the diversity charter of their country. In partnership with other companies, he is at the origin of the launch of new charters such as the ones in Poland, Czech Republic or Morocco.

Jean-Michel Monnot's action was articulated around 5 areas of focus : gender, generations, disability, sexual orientation and cultures and Origins. His approach has always been to break silos by linking the different dimensions of diversity to Inclusion.

In his missions, Jean-Michel Monnot has developed tools, managed a team of country D&I ambassadors, promoted best practice sharing, set targets and built a scorecard.

In some years, Sodexo became a global benchmark in Diversity & Inclusion rewarded by numerous awards (Catalyst, Grand Prix des Trophées de la diversité?, trophée du déploiement international, Disability Matters Awards, Grand prix de la diversité de l'Autre Cercle).

During his 25 years with Sodexo, Jean-Michel Monnot had also positions in sales and operation's management. After graduating from Saint-Etienne Business School, he started his career in the temporary work industry.

In addition to his activities with **All Inclusive!**, he is also since January 2016 member of the « Haut Conseil à l'Égalité entre les Femmes et les hommes », vice-president of the D&I commission at Medef (French Employer organization), et founder of the NGO « Diversité » in Normandy.

Jean-Michel MONNOT was born in Burgundy, and lives in Normandy with his wife, and his son. Probably because of his native region, he has a passion for wines. This was his first experience in Diversity, as he enjoys discovering wines from different regions, countries, with different colours, tastes and ages. Learning from inclusion, he is building a cellar in which each bottle has its own place.

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