



Total workforce:
21,000



Industry:
**Finance &
Consultancy**



Worth:
\$5 billion

**forvis
mazars**

Brand Overview:

Formed through the merger of Forvis and Mazars, it has established itself as a leading global accounting and advisory firm. The global audit, tax, and consulting firm operates in 103 countries as a federation of separate organizations

The Challenges the Brand Faced:

- + Growth: Integration with Mazars FORVIS network.
- + Global IT migration (completed September 24) to Microsoft tenant.
- + New strategic review plan (every four years) that implies an entrepreneurial approach with a significant involvement of leaders and firm "independence" (Conducting elections in Dec 2024 to "prove" independence)
- + Establishing extremely firm objectives for 2024: Regulated and Sustainable Environment, Reinventing Audit and Employee Branding.

AKT Solution:

2nd edition of Global People Survey (GPS) to provide inputs at global and local levels (Regions, Service Lines, Countries, Departments and Locations) in a way that sparks organizational change. It's a tool for change management, to regard the entire employee experience and employee journey





Total workforce:
45,000



Industry:
**Electrical
Solutions**



Sales (2023):
\$33.3 billion



Powered by **Difference**

Brand Overview:

As a trusted partner to electrical equipment makers, Sonepar makes life easier for its customers by selecting and distributing a wide range of products and services in major markets such as industry, building and energy utilities. Since 2024, Sonepar is active in 22 countries.

The Challenges the Brand Faced:.....

Sonepar is aiming at implementing a straight forward 360 approach to deliver actionable development programs that empower employees to quickly identify and close their talent gaps to become better leaders and drive greater business impact.

We started with a pilot for German Executives (15 N-1) as a prove of concept, followed by a 360 project with a broader target group in Northern Europe (9 Execs) and Germany (31 managers).

AKT Solution:.....

- + The Qualtrics 360 Multi-Rater project was deployed at Sonepar to obtain **Success Measures** reflected in the **questionnaires** for Self-Awareness, Drive for Results, Leadership, Communication and Teamwork
- + The Qualtrics solution includes an **Individual Report** providing Insights helping to apply strengths more often, Identification of development needs and improved self-awareness
- + Coaching with final Peer-to-Peer Exchange were delivered by the AKT Advisory team with very positive feedback



Company Success Stories





Total workforce:
6,000



Industry:
Software



Worth:
\$7.85 billion



Brand Overview:

Pega provides a powerful low-code platform that builds agility into the world's leading organizations so they can adapt to change. Since 1983, they've built scalable and flexible architecture to help enterprises meet today's customer demands while continuously transforming for tomorrow.

The Challenges the Brand Faced:

Pega had different technologies in place for listening and understanding employees

- + Most data is not in one place
- + A challenge utilizing feedback to drive meaningful actions for positive change

AKT Solution:

- + Pega chose AKT as their Qualtrics implementation partner for configuring Qualtrics in the organization as a first use case this year including connecting the platform to their HRIS.
- + We are working with Pega to implement Qualtrics to deliver different listening posts within the organization to understand employees' experiences on different fronts.
- + This approach is helping Pega to have everything employee experience and feedback related on one platform to make the feedback more actionable.

