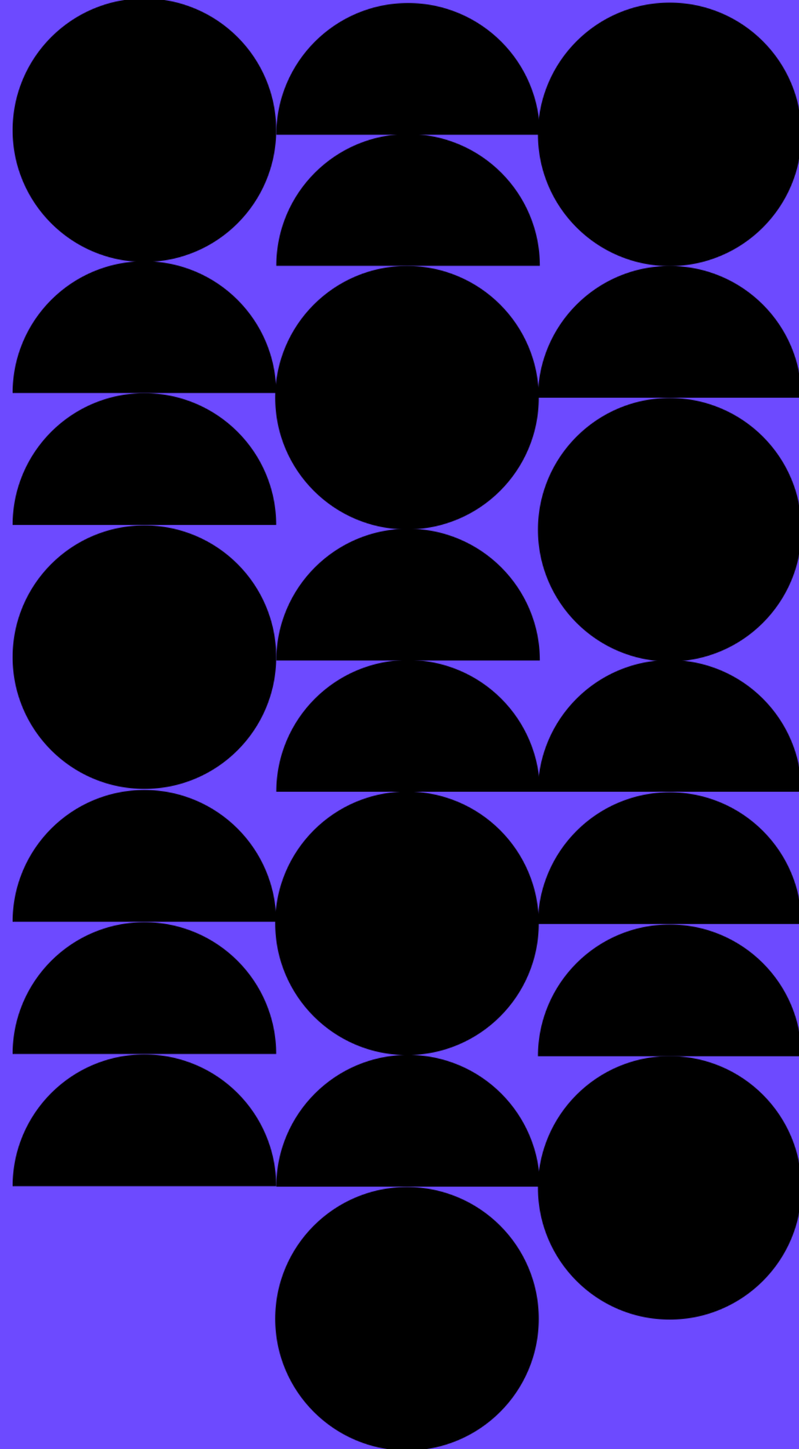
How freedom creates happiness

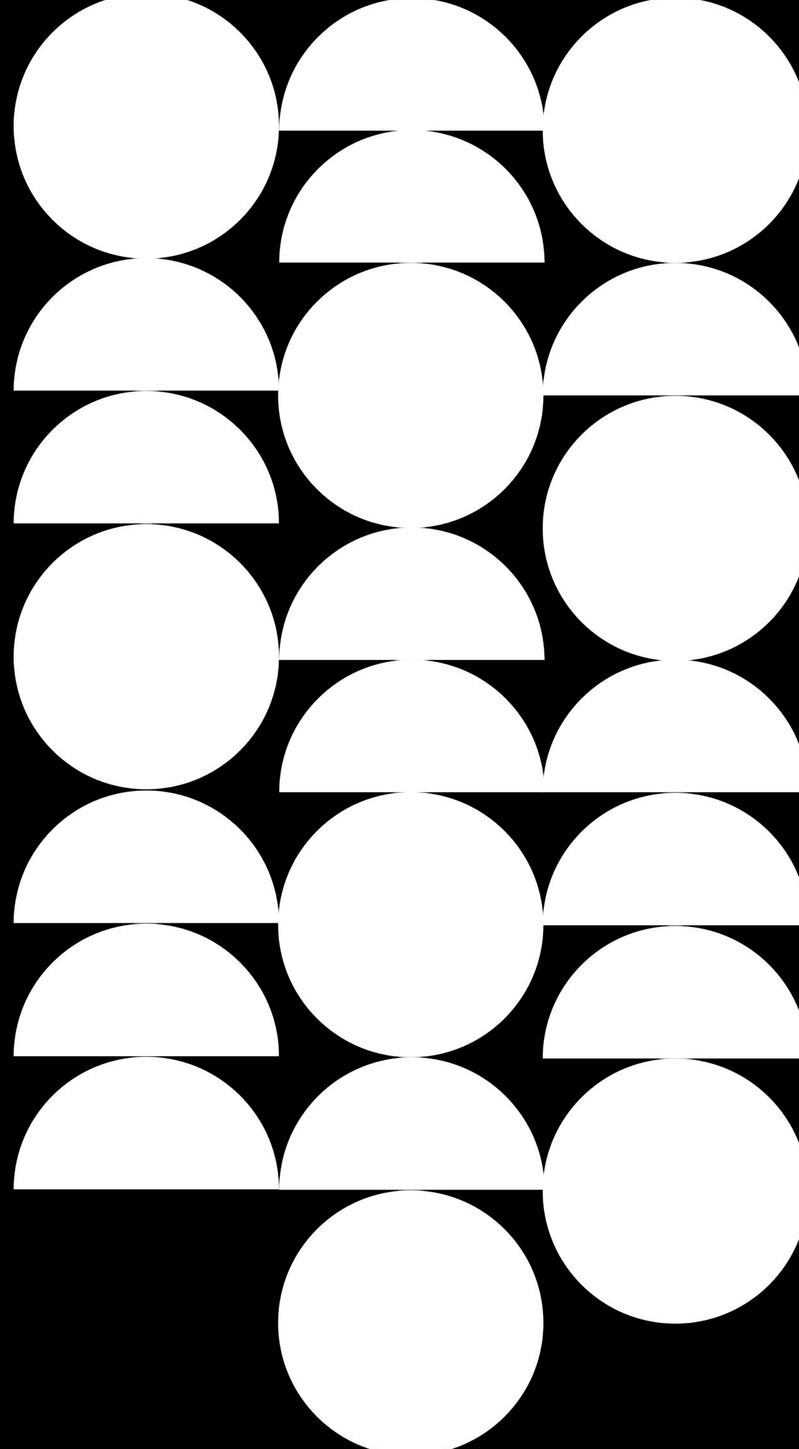
MARBLES



Purpose

“Together, we are Marbles, flourishing people who devise & realize creative solutions worldwide with the aim of creating happiness. “

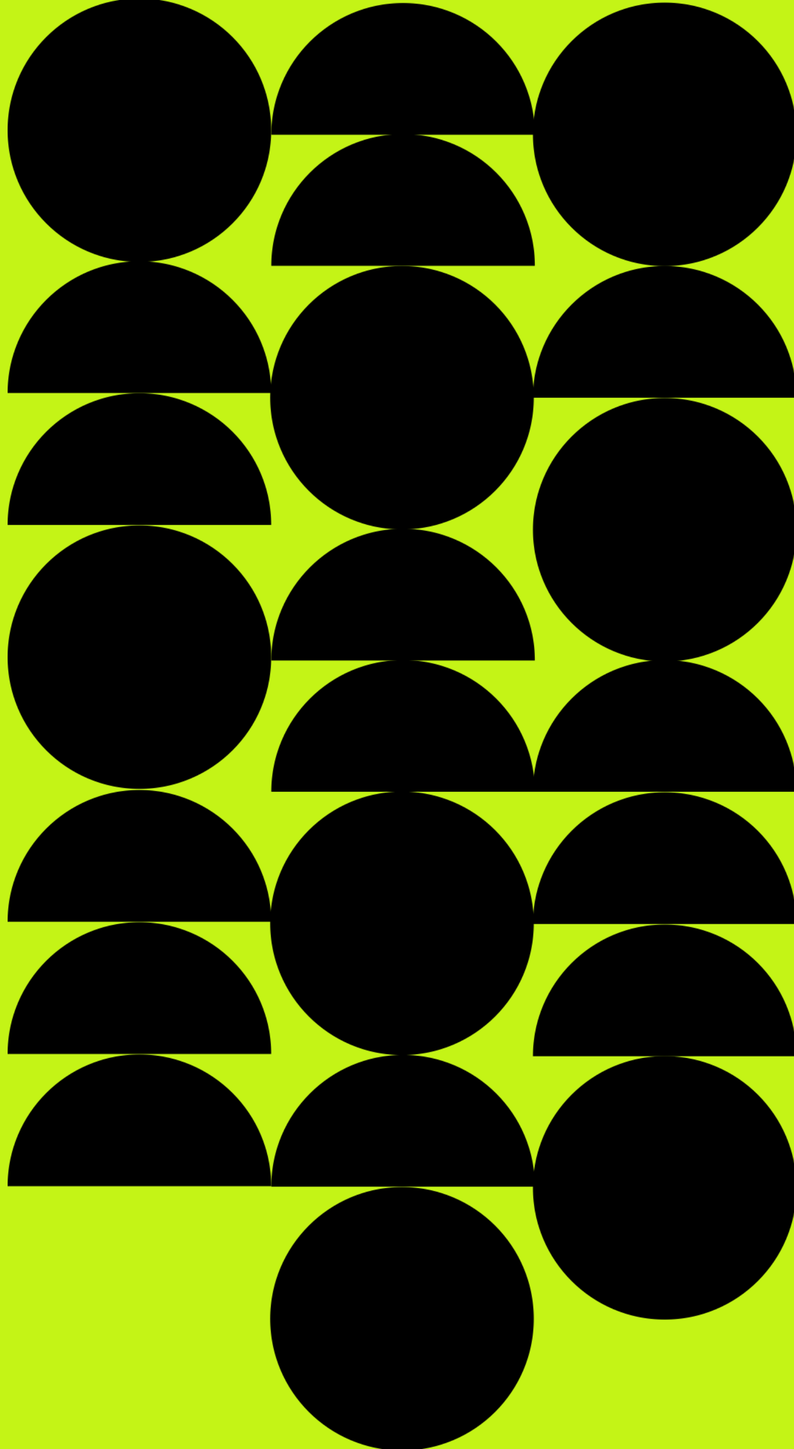
HR Strategy



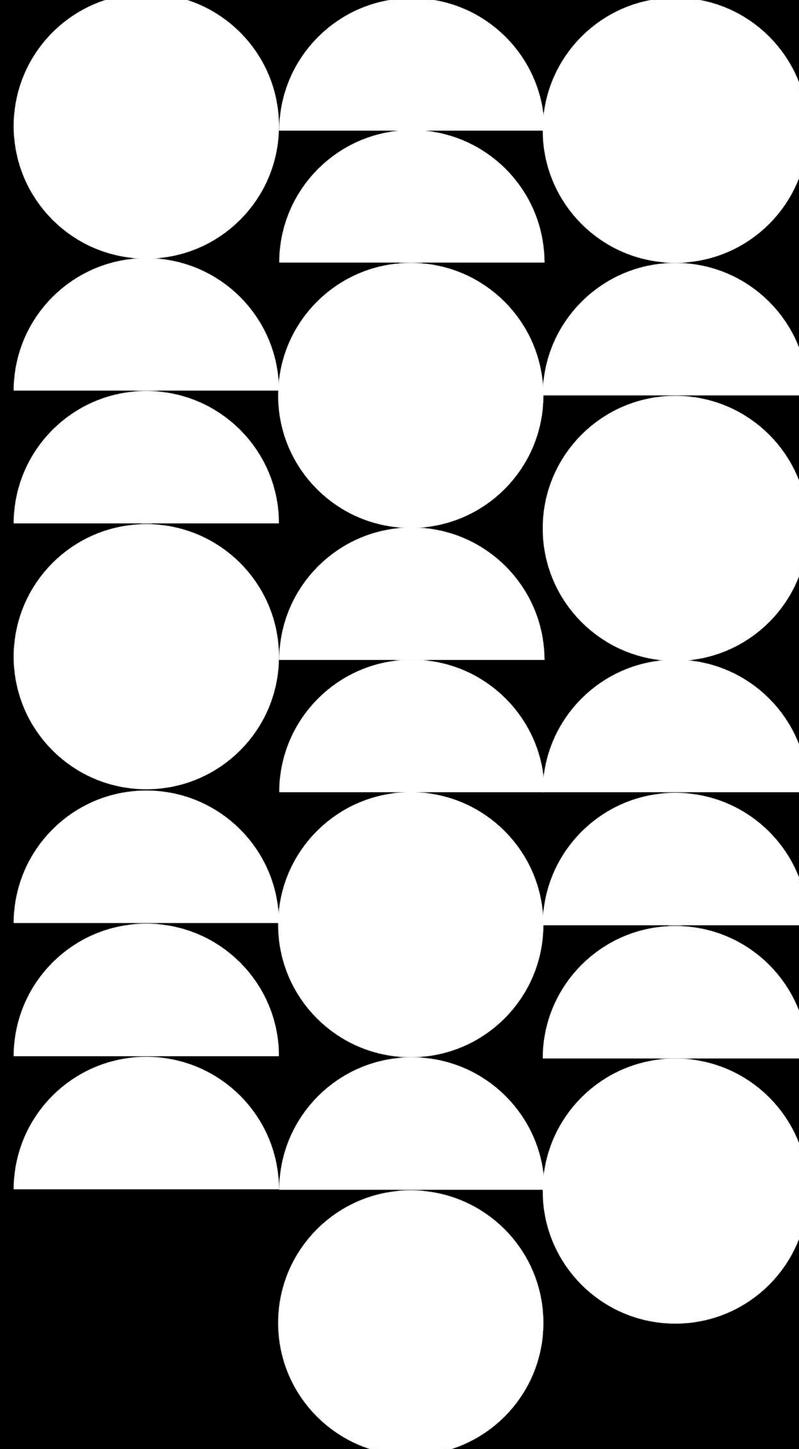
We believe that **happy employees** are key for **better results**.

We are convinced that **self-management** is the **best organizational form**.

How do we create happy employees?



We create happy employees by putting them in the driving seat to create the coolest company in the world.



Full Transparancy

Freedom of work

Freedom of vacation

Freedom of rules

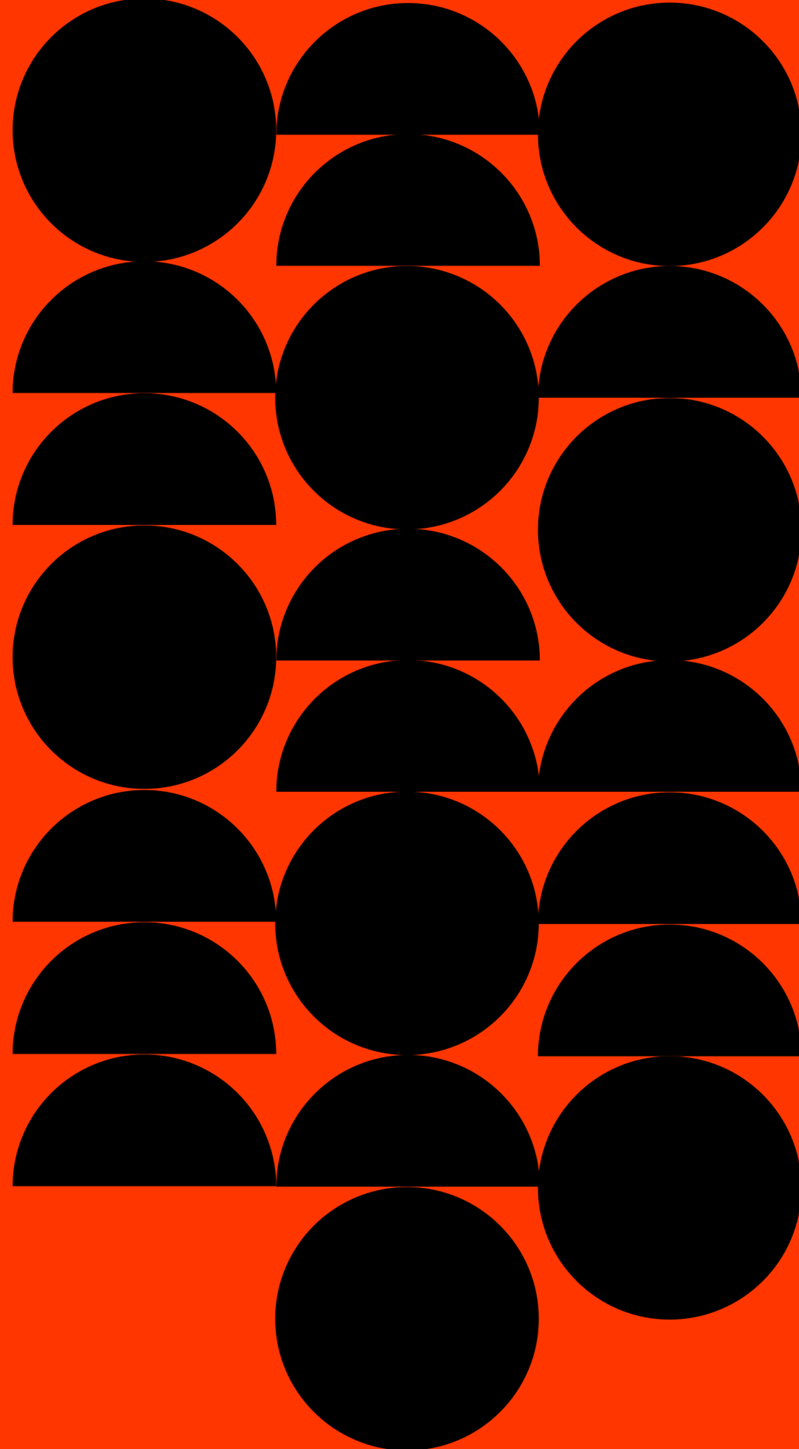
Team evaluations

Teams hire & fire

Innovation weeks

Focus on personal purpose

Does it make a difference?



Does it make a difference (2016 ->2020)

- Avg days sick leave: 8 -> 2
- Avg days of vacation: 20 ->30
- Growth: 6 -> 17 employees
- 1 company -> more companies (Marbles, Loop’d, Relaxy.be, Kivalo.be, Happiness@Work)
- Finding new employees: few applications -> several spontaneous applications/week

MARBLES