

Ah

All human

European Agency Awards 2024 - **Best Agency Culture**

Inclusive social connections

Remote connections

Grab a coffee



Grab a coffee

A huge thank you to **Andre Gonçalves**, Principal UI Designer for his amazing Grab a Coffee session this month, which brought much adventure and humour to our Friday afternoon! From bareback horse riding in the scenic town of Linhares, to cassette-recorded podcasts, achieving celebrity status in his native Brazil, and creating a new life in windy Ireland, thanks for sharing your incredible journey with us Andre!



Grab a coffee



Nick Bernon
Product Manager

A huge thank you and shout out to our November Grab a Coffee host, the wonderful **Nick Bernon**! From snowboarding in France, to rock-diving off the beautiful coasts of Nice, Sydney, and Wicklow, Nick shared with us his passion for free-diving and sea life, making friends with stingrays, octopuses, sharks and kookaburras! Thank you Nick for such a fabulous presentation, filled with passion, excitement and adventure!



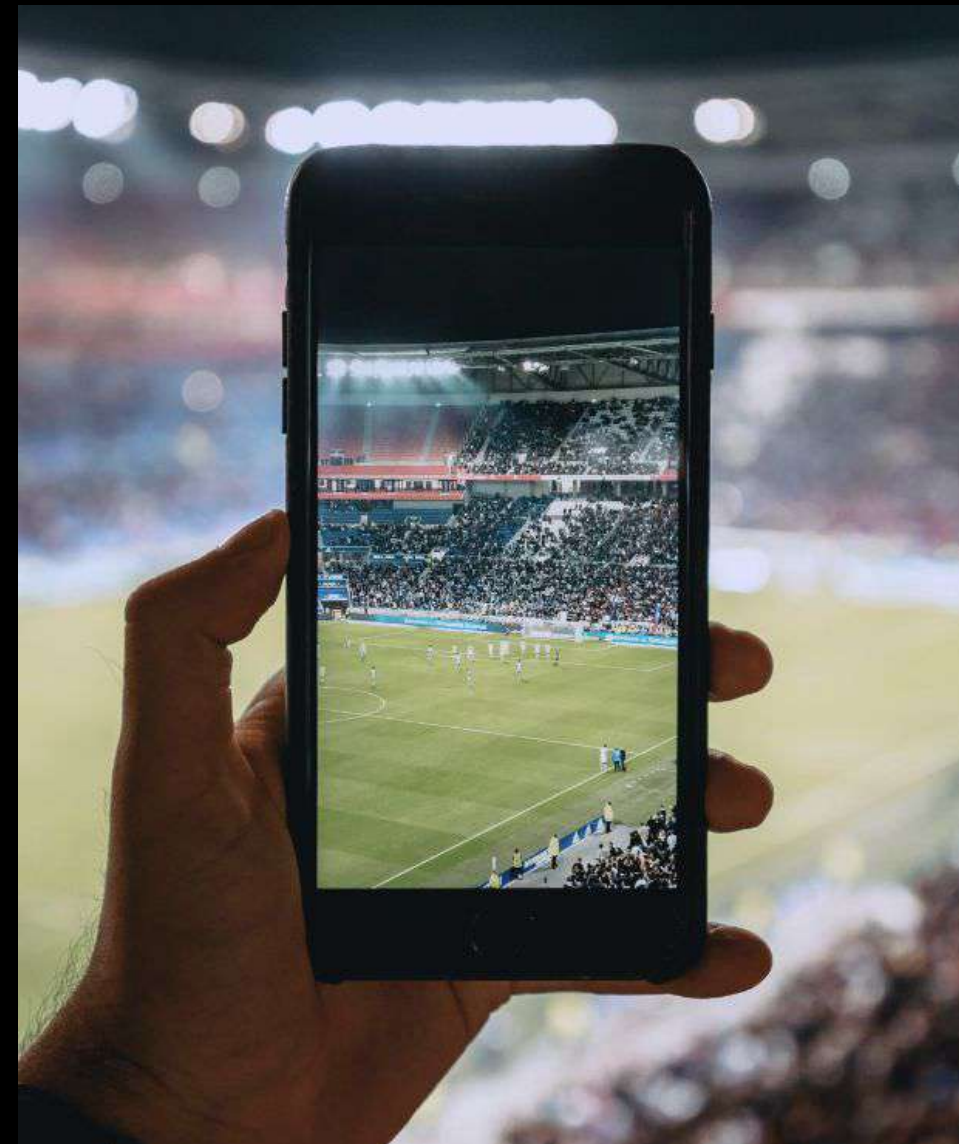
Annmarie Judge
Principal Designer

A huge shout out to the fabulous Annmarie Judge for hosting a wonderful Grab a Coffee session this month. We enjoyed a sneak peek into the many talents and achievements of Annmarie and met her gorgeous toy poodle Robyn :) From bungee jumping to massage therapy, house redecorating to 50 countries before 50, Annmarie has also been super busy in recent months with planning her wedding in the sun! We wish Annmarie and partner Andrew a lifetime of happiness!



Our Grab a Coffee sessions are hosted by a different employee each month and encourage connection and socialising.

Team effort

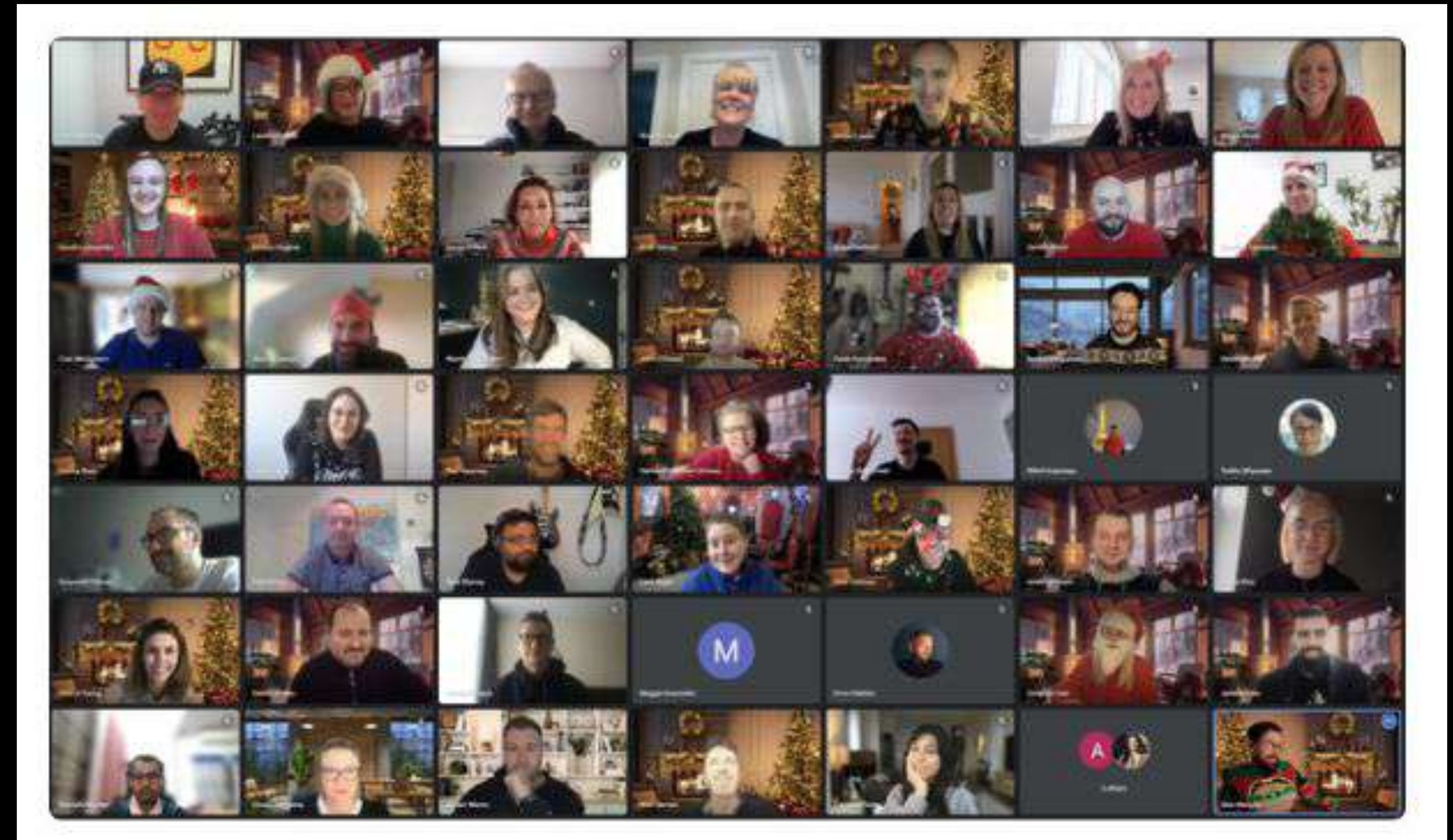
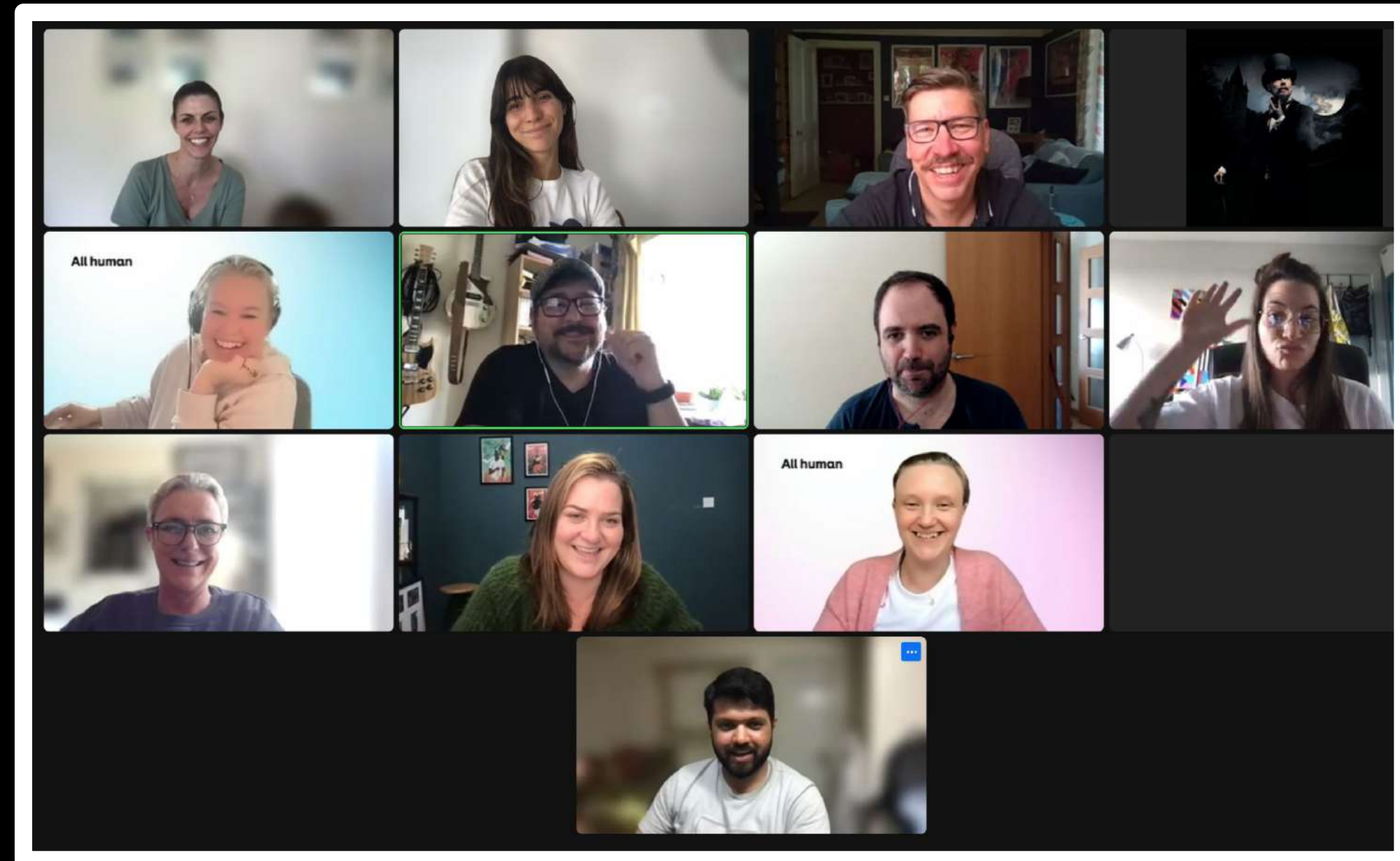


Bake Sale in aid of Syria & Turkey Earthquake Appeal, 2023



Our CSR Committee organise sports sweepstakes and fundraisers to raise money for local and international causes.

Virtual games



Virtual games allow for remote fun

Face-to-face activities



Book of Kells and Old Library Visit

This month, Andre, John O'D, John M, Candela, Chris, Eimear, Nikhil, and Susan paid a visit to the Book of Kells and Old Library at Trinity College. It was a very wet day in Dublin which meant the space was busier than usual, but it was worth it to catch a glimpse of the 9th century manuscript, not to mention the fabulous smell of 400 year old books! Thanks to everyone who made the journey on the day.



Andy Warhol Exhibition

Friday, 3rd November

There's still time to sign up to the group tour of the [Andy Warhol 'Three Times Out' Exhibition](#) at Hugh Lane, Dublin, this Friday 3rd November at 3.30pm. Led by our wonderful CEO John Mitchell, this promises to be a nice afternoon out! Please reach out to Operations if you would like to be included in the booking.

All human Summer Party - Thanks for joining us!

A big thank you to everyone who joined us at the Big Grill Festival in Herbert Park on 18th August for our Ah summer party (in a rainstorm)! We didn't let the bad weather get in the way of a great time, as it was wonderful to catch up with so many of you in person. We hope you all enjoyed it as much as we did. To those of you who could not attend, we look forward to seeing you at the next All human party :)



Face-to-face activities



A session on creating geometric designs

Christmas Party 2023



Getting to know each other's cultures and histories



Freedom Day Celebration, 28th April in Westland Square

We are delighted to invite you to join us in Westland Square, on Friday 28th April to celebrate the South African annual holiday of [Freedom Day](#).

To help us with planning, please confirm your attendance on the [Sign-up sheet](#).

Freedom Day

The South African celebration (April 27th), is a reminder of the incredible sacrifices made by individuals including national and global hero and champion of freedom [Nelson Mandela](#), to break away from the chains of unjust segregation. Freedom Day marks the emancipation of South Africans from apartheid and their returned human rights in 1994. The national holiday commemorates the first democratic elections held in South Africa on 27th April 1994; the first post-apartheid national elections where everyone could vote, regardless of race.

Let's Celebrate our Diversity

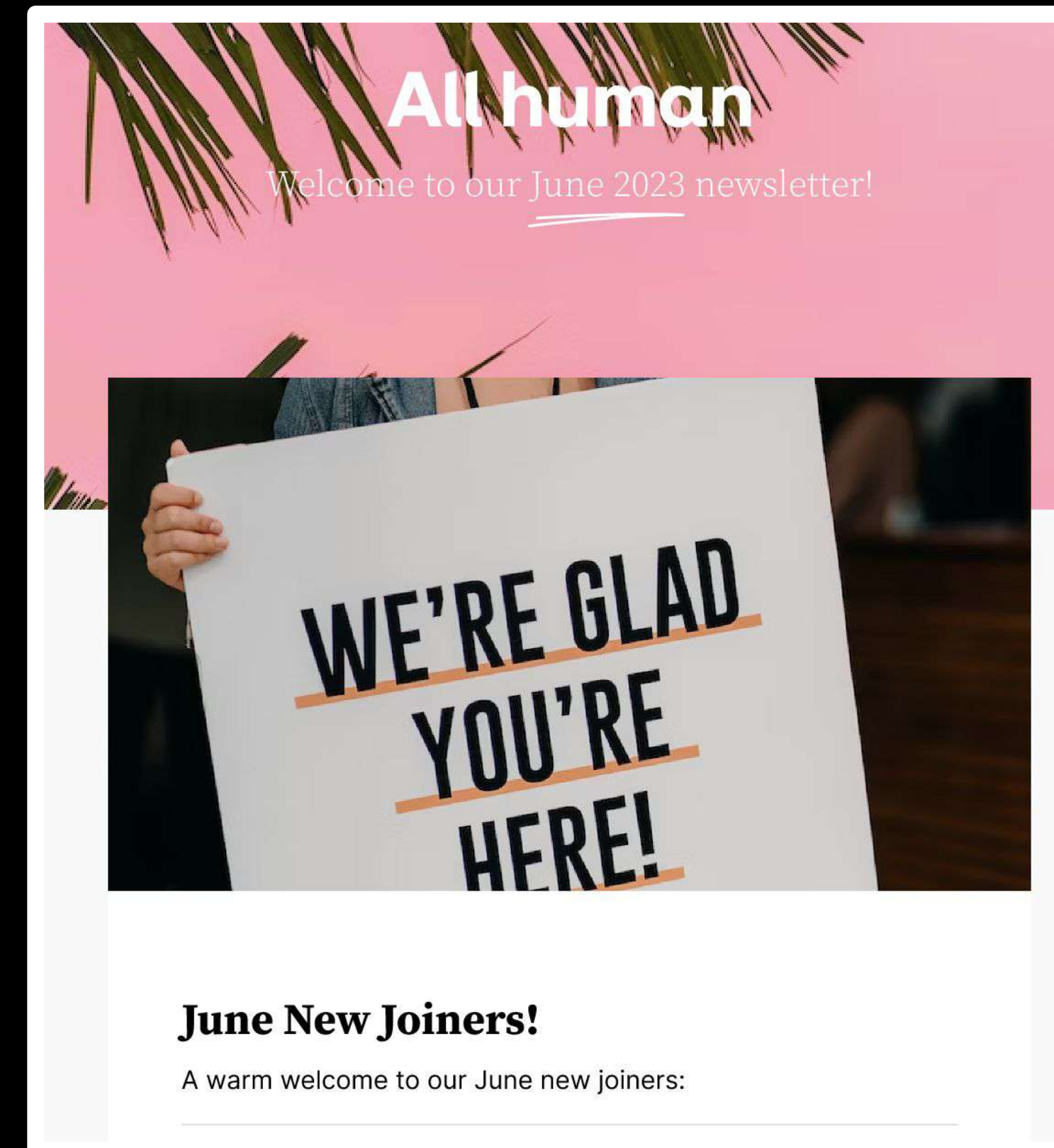
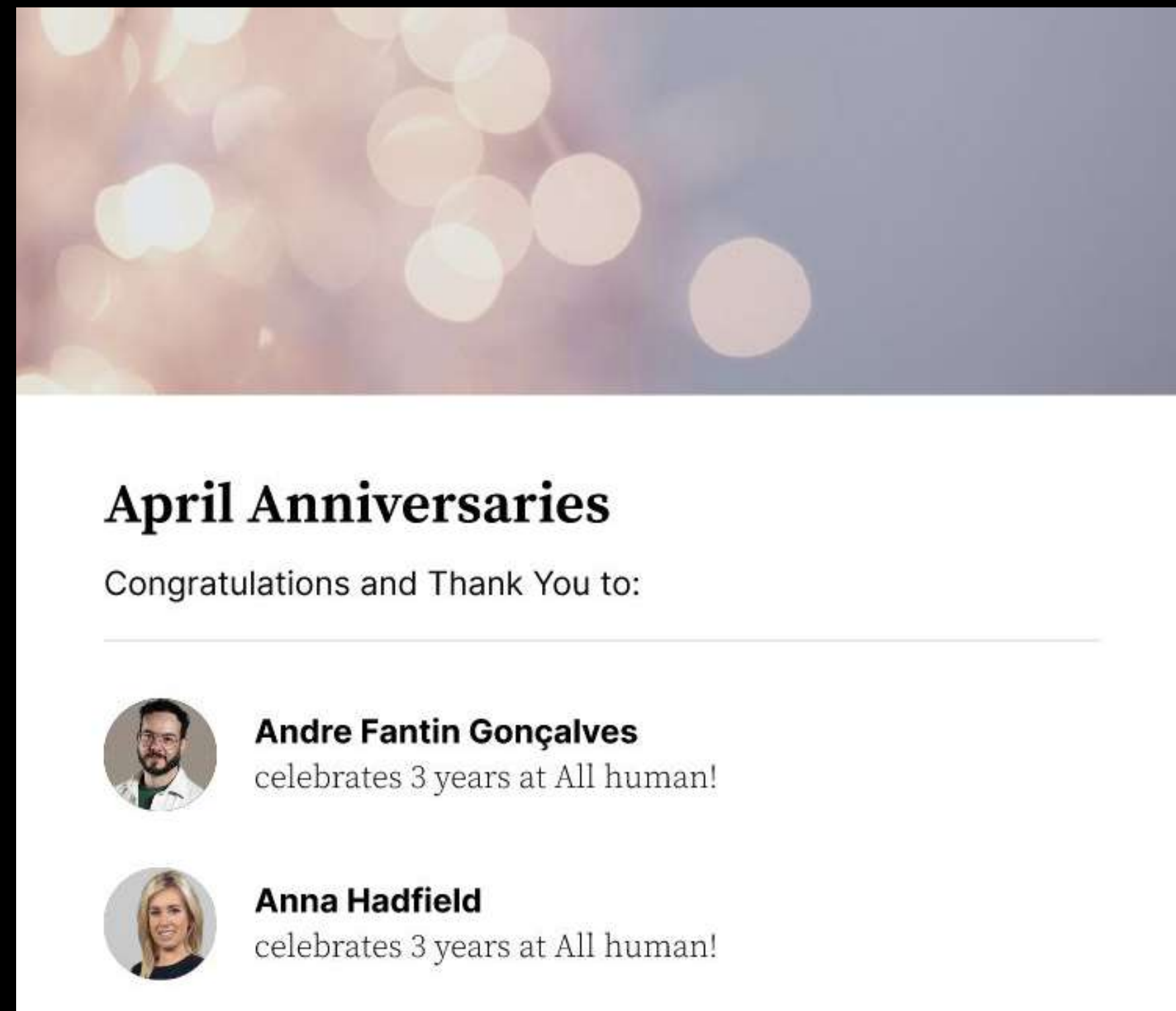
At All human we are celebrating our diversity, and we need your help! If you have a national holiday, religious or other special occasion that you would like to share with your teammates & colleagues, please add it to the [Calendar](#) and reach out to the Operations team with details.

Sharing and advocating for what matters most to us, provides a valuable opportunity to recognise team diversity and promote a greater appreciation and understanding of our coworkers and friends. In a hybrid work environment this might look like:

- hosting a bakealong, cookalong, food tasting; cocktail making;
 - hosting a games night;
 - hosting a lunch and learn, or presentation;
 - hosting a workshop;
 - hosting a quiz;
 - hosting a language learning class;
 - sharing a poem, book, movie, series, or music;
 - sharing photos & videos;
 - running an arts & crafts class;
 - organising a team meet up breakfast, lunch, or dinner;
 - organising a walk, cycle, hike, swim or outdoor activity;
 - organising a team visit to an exhibition or museum;
 - organising a group volunteering
- ... The list goes on!

If you would like help with hosting an activity, online or in-person, please reach out to the Operations team and we would be delighted to help you with planning.

Monthly internal newsletter



Where we celebrate new joiners, work anniversaries & birthdays, and share team news.

Individual wins

London Marathon



A huge shout out to Tony Feltham who completed the London Marathon on 21st April (after a gruelling 119 day training programme as a newbie runner!) to help raise funds for Children's Cancer and Leukaemia Group - a charity that supported Tony's son Jude, and his family, through his Leukaemia treatment. A huge well done to you Tony!

If you would like to support Tony you can do so [here](#).



Congratulations Ashad!

Congratulations to Ashad Rahman, our Senior QA Tester, who in June completed the Hajj pilgrimage to Mecca. The Hajj pilgrimage is a religious journey, that every Muslim must make at least once in their lifetime, if they are able. The pilgrimage begins on the 8th day of Dhul-Hijjah (the last month of the Islamic year) and ends on the 13th day. About 2 million people perform the hajj each year!!



Ashad shared with us his personal journey.

The Hajj, an annual Islamic pilgrimage and one of the Five Pillars of Islam, represents a journey of faith, devotion, and unity. My trip to Mecca with my parents was not just a physical journey but a spiritual odyssey that left an indelible mark on us.

The moment I set foot in Mecca, an overwhelming sense

Get to know me



Niamh Cloak

Programme Principal

This month we are getting to know Niamh Cloak, Programme Principal. You voted on your top 5 questions and we asked Niamh:



Get to Know Me

Fergal Lawler
Experience Design
Director

You voted on your top 5 questions and we asked Fergal:



John Mitchell

CEO

This month we are getting to know John Mitchell, CEO. You voted on your top 5 questions and we asked John:

Learn a little something about each other.

Monthly internal newsletter



Wedding news

Huge congratulations to newlyweds Annmarie Judge and husband Andrew, who were married this month, we wish Annmarie and Andrew a lifetime of happiness!! 💕



New arrivals

Congratulations to Lynda Rice and partner Daryl, on the arrival of their beautiful baby girl Emilia! We can't wait to meet her!! We wish you endless love, happiness, and moments of joy together.

Congratulations also to Anna Hadfield and husband Fergal, who welcomed beautiful baby Lorcan to the world just days ago :) We can't wait to meet him!! We wish Anna, Fergal, Lorcan, and big sister Clodagh a lifetime of happiness and love.

All human pets



Introducing Chopper!

Owner: André Gonçalves

How did you come up with Chopper's name?

During the pandemic, my partner and I watched every Star Wars film, series, and animation. In one of the animations, there's a very funny droid called Chopper. When we started thinking about getting a dog, the name just felt perfect.

Celebrate expanding families.

Coffee Roulette

Coffee Roulette pairs staff members together to share a virtual or face-to-face coffee

	MARCH COFFEE ROULETTE	
Ankita Bag	↔	Ashad Rahman
Daniel Baratu	↔	Besart Marku
George Bidilica	↔	Alexandru Tiberiu
Nick Bernon	↔	Mustafa Noman
Paul Burns	↔	Chris Duffy
Pascual Cano Vicente	↔	Maggie Kosciolko
Hanna Chojnicka	↔	Arek Kilimar
Zonja St.Clair	↔	Jordan Swope
Laura Coulson	↔	Sarah Lachapelle
Ursula Dempsey	↔	Cheryl Young
Krzysiek Derezinski	↔	Fergal Lawler
Tony Feltham	↔	Daniel Tilsed
Niamh Cloak	↔	Jack Cleere
Andre Gonçaves	↔	Abhilash Sharma
Ervin Halebic	↔	Cian McGovern
Amer Halilovic	↔	Stella Sajčić
Shona Healy	↔	Antoinette Harley
Annmarie Judge	↔	Tokiko Miyazato
Nicola Kennedy	↔	Rachel Mendel
Susan O'Neill	↔	Melinda Trami
Damir Mehmedbasic	↔	Jasmin Luka
Alan O'Connor	↔	Nick Murray
Paul Kearney	↔	Maria O'Neill
Niamh McGahern	↔	John O'Callaghan
John Mitchell	↔	Paulo Fernandes
David Morris	↔	Alan Murphy
Nikhil Anjaneya	↔	Giulia Sciota
Louise Ryan	↔	Gustavo Quevedo
Lara Nagle	↔	Karolis Stulgys
Marcin Średziński	↔	John O'Dowd
Krzysztof Otocky	↔	Ugur Parmak

All human

Creating digital experiences that people love.