

Ah

# All human

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

# Positive employee experience

# Positive employee experience



Get to know..  
**John O'Callaghan!**

Head of Finance

**You have been working at All human for a long time now, why do you stay?**

From day 1 I have felt comfortable in All human. I like the culture and informality of the company and have always found colleagues to be open and supportive. Watching the company grow and develop from 10 staff when I joined to where it is today has been a very interesting and enjoyable journey.

John joined All human in 2011.

# Positive employee experience



**Gustavo Quevedo**

Senior Engineer

**You have been working at All human for a long time now, why do you stay?**

I've been with All human since 2014, with a brief one-and-a-half-year break in 2017 to explore new methodologies and technologies elsewhere. Then, I came back because I missed our fantastic work culture. All human has treated me so well, letting me work remotely way before it was a common thing.

Gustavo joined All human in 2014.

# Positive employee experience

Sarah joined All human in 2015.



## Get to Know.. Sarah Lachapelle!

Senior UX Designer

**You have been working at All human for a long time now, why do you stay?**

I've grown a lot in the last 8 years here and I've found that All human has allowed me to pivot my career from UX/UI into growing a CRO team just because I was passionate about data. I'm both very logical and creative so CRO suits my mind perfectly and I've been fortunate to work in a company that has allowed me to essentially switch career paths while also supporting me in building a team of specialists that allow me to do what I want to do. The flexible working hours and remote working are also perfect for parenthood in these pre-school years because I get to spend so much time with Lucie, which above all else means everything to me.

# **Job satisfaction and personal development**

# Continuous education

*“When I joined All human, I was eager to contribute and progress in my career. The company's commitment to supporting employee professional development offered me numerous opportunities to upskill and grow.*

*With the generous L&D grant I was able to undertake a master's program. This was an incredible opportunity, enabling me to concentrate on the subject areas I wanted to focus on and have the financial backing to complete the course. All human also allowed me to take additional study days as required.*

*We have quite a collaborative environment here at All human, meaning everyone is continuously learning and growing together. Everyone benefits as a result, as do our clients. And for me, I'm now in a more senior role, a career progression that I hope continues as I grow as a designer.”*

- Senior UI/UX Designer, All human

# Learning culture



## GA4 Analytics Show & Tell, 15th June

John O'Dowd will present a Show & Tell of GA4 (the new Google Analytics) as part of the UX learnings session on 15th June at 2.00pm. This will be a walkthrough of GA4 and your questions answered.

If you would like to be added to the invite please get in touch with John or the Operations team.

## Accessibility Workshop with Zonja St.Clair

A big thank you to Zonja who hosted a very informative discussion on Accessibility and the Future of Digital Design. We hope to host many more of these discussions and, as always, would love to hear what topics you think we should cover.





# Knowledge sharing



## Future of Talent

Shona Healy and Eimear Hughes attended the FRS Future of Talent event at Croke Park this month, which looked at the future of work, workplace culture, and performance through times of rapid change.

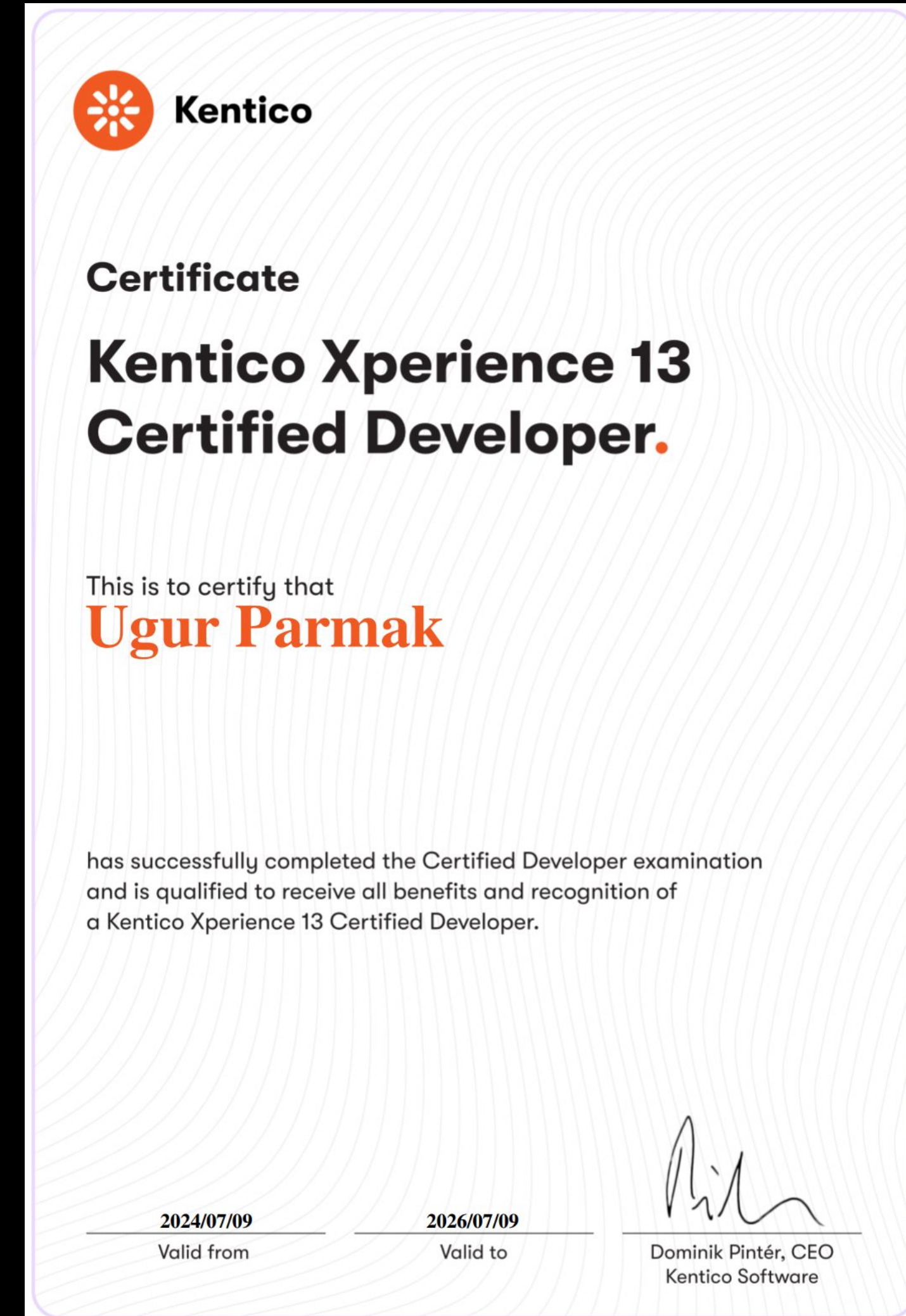


## Knowledge Share on Confluence

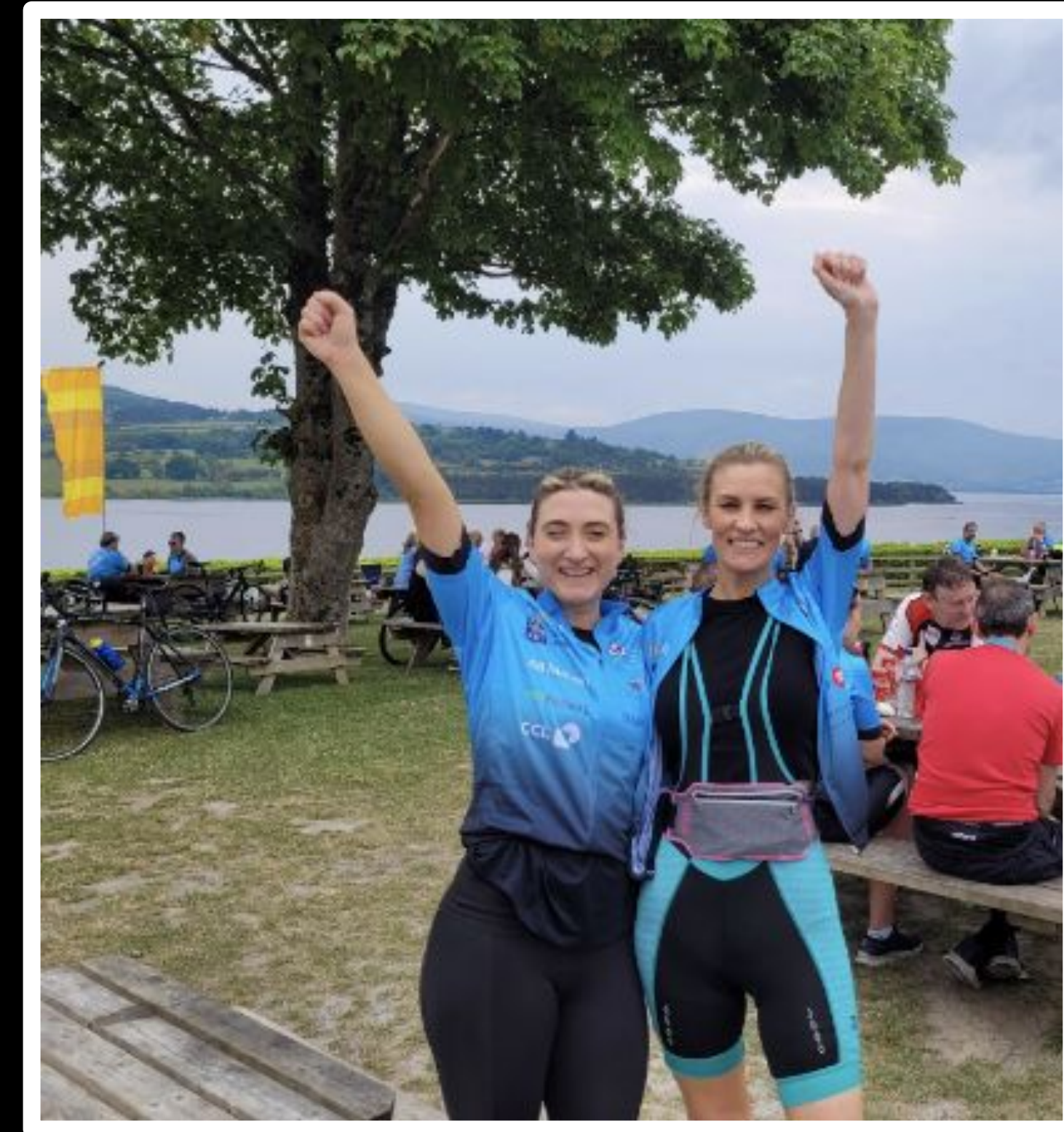
Operations are putting together a Knowledge Share Library on Confluence and We Need Your Help! If you have used your L&D allowance to study a course/programme, attend a conference, purchase reading materials, however you have used your allowance, we want to hear from you! We are putting together a list of L&D resources including links and learning outcomes to share knowledge across All human. We will be reaching out in the coming weeks for your much valued input! Thank you.

# Learning & Development

One of our engineers recently passed the Kentico Xperience 13 Certification Exam.

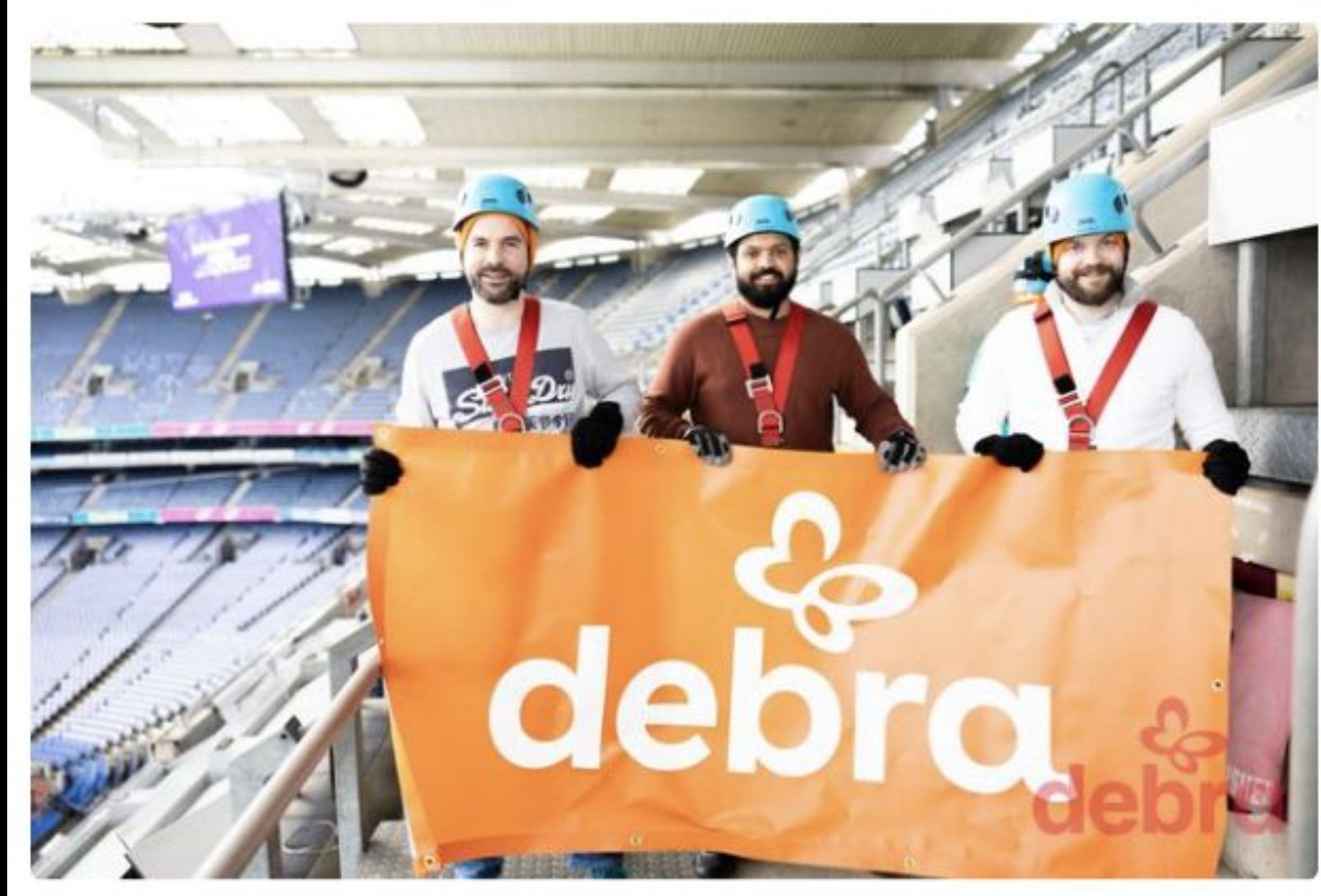
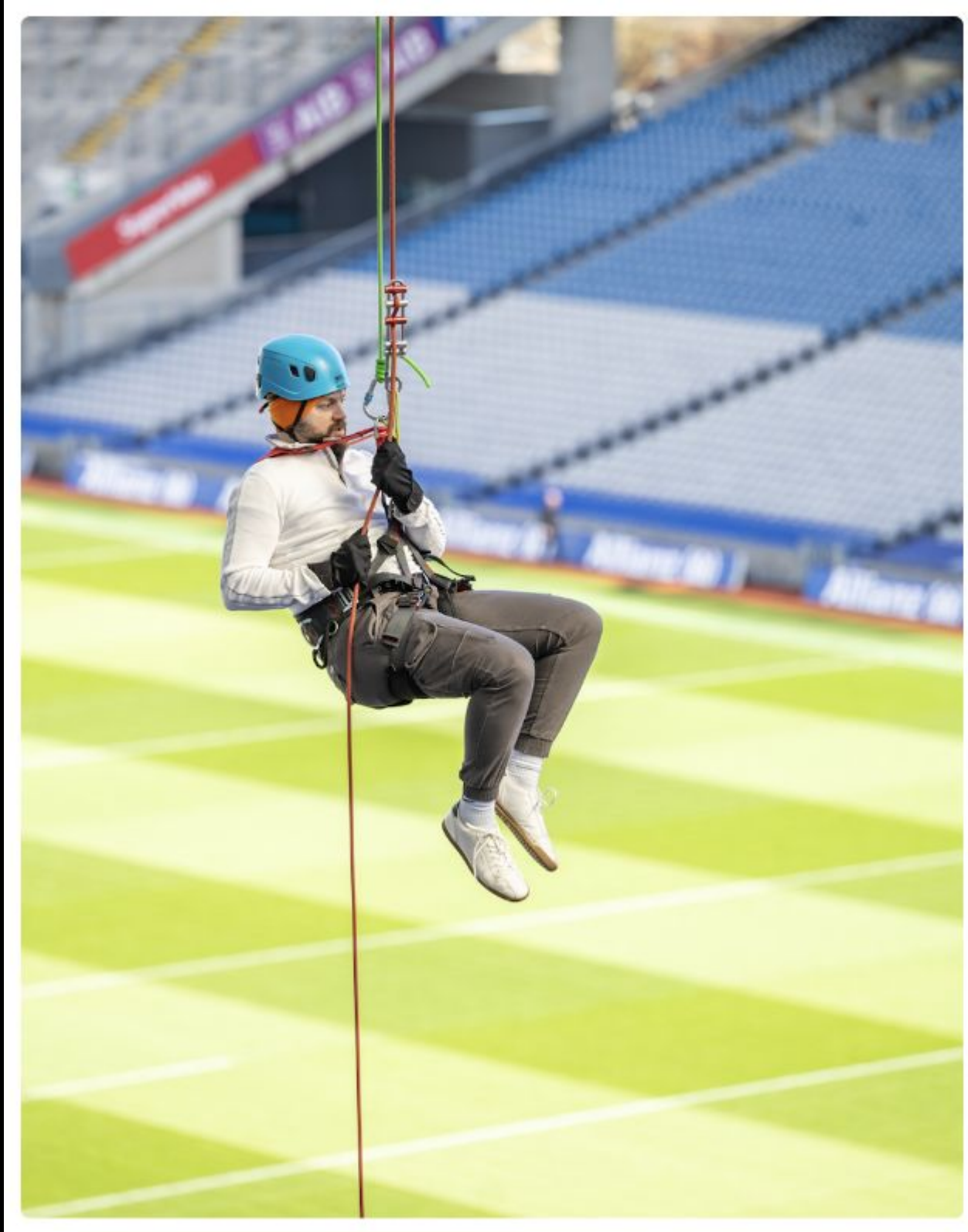


# CSR opportunities



Some of our team cycled the Blessington lakes for Ronald McDonald House Charities Ireland

# CSR opportunities



Abseiling off Croke Park for charity DEBRA Ireland.

# Environmental impact

## Green Pearse Street

All human is proud to be part of the Green Pearse Street Campaign, launched officially last week by Caroline Conroy, Lord Mayor of Dublin. We have been located in Westland Square, Pearse Street, for over 20 years now, and we understand firsthand the importance of green spaces for businesses, residents, and biodiversity. Making Pearse Street more 'green' will improve air quality, establish local wildlife habitats, provide pollinators food, create social spaces, make the street safer for pedestrians and cyclists, and significantly enhance the area's overall appeal. The community of Pearse Street is strong and spirited; with the help of our neighbours and fellow Green Pearse Street members, we hope to continue to strengthen that bond.

Read more about the campaign in the [Irish Independent](#).



## Embrace a Greener Christmas



As we approach the festive season, let's take a moment to reflect on our consumption habits and consider sustainable choices for a more eco-friendly celebration. In the spirit of mindful living, let's resist the temptation of over-spending (how long does Black Friday go on for these days?!) and embrace alternatives that benefit both our wallets and the environment. Have a look at our **Sustainable Shopping Guide** for suggestions on retailers in person and online.

[See our Sustainable Shopping Guide](#)



Our CSR committee organise and promote sustainability initiatives.