

# MAZARS LLP

**Managing Partner**

Rick Chan

**Address**

135 Cecil Street #10-01 Singapore 069536

**Industry**

Accounting

**Vision**

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**Head Count**

245 Employees

**Website**

[www.mazars.sg](http://www.mazars.sg)



Present in over 90 countries and territories, Mazars works together as one team across borders and functions. The organisation combines its skills and expertise with a global perspective and local knowledge to provide its clients with a broad array of professional services. Mazars empowers their people to help clients make the most of opportunities, to operate with conviction, and to provide confidence to their stakeholders. As one integrated team, Mazars leverages its expertise, scale and cultural understanding to deliver exceptional and tailored services to its clients and provide a community for their people to grow.

Mazars in Singapore promotes a Caring, Open, Opportunity-rich, and Learning (COOL) culture where Mazarians can grow to their fullest. They strive to enrich their people in learning new skills, building personal and professional capacities, and embracing opportunities while developing networks that add value for a collective good. Mazars aspires not only to be an employer of choice but also a coach for life.

2020 has been a very challenging year; during this year of uncertainty, it is even more important for the firm to exhibit its promise of a COOL culture, as its people are its key asset. Together, Mazars will walk out of the pandemic stronger.







### A “C”ARING CULTURE

Mazarians come first in all of their plans. As early as February 2020, the firm started to anticipate and prepare for a comprehensive and tailored business continuity plan. It achieved this by mobilising its infrastructure, logistics, and re-structuring work procedures. Examples of Mazars’ contingency planning included a trial run for work-from-home (WFH) arrangement, split-team planning, stringent monitoring of employees’ health, maintaining a high level of office cleanliness, limiting all business travels and external visitors, etc. Mazars pre-empted and put these actions in place way ahead of the circuit breaker period imposed by the government.

The “C”aring culture was strongly encapsulated during the circuit breaker period and beyond. To ensure that the Mazarians did not feel alone in such an unprecedented time, the firm embarked on multiple activities to assure it stays connected and would help one another transit into the new normal for work.

Team leader and HR kept in touch regularly via emails, e-meetings, conversations, etc. The firm provided monthly utility subsidies, introduced a “telecommute” allowance for Mazarians to furnish their home office to make WFH more comfortable and sustainable. On Labour Day, in appreciation of the resilience and adaptability of the Mazarians, cake deliveries were arranged. For long weekends where all were stuck at home, a “Boredom Breaker” allowance of \$100 was given for online games, netflix subscription, books purchase etc. to help Mazarians ride through the boredom that they may face at home. The quest for better employees’ welfare during this period continues. Mazarians are one big family and they want to stay connected and support each other.

### AN “O”PEN CULTURE

Mazars pride itself in maintaining a very “O”pen culture. The firm literally has an “open-door” policy, from an open concept layout to having direct access to any partner in the office. Mazarians know they may reach out to any manager or partner. Firm-wide townhalls and regular team meetings are avenues where Mazarians can voice their thoughts and share their vision for themselves and the firm. In addition, an annual staff climate survey is conducted to feel the pulse of the Mazarians. During the circuit breaker period, an “In Touch with EXCO” (Executive Committee Board) session was introduced, to hear the voices of Mazarians during these testing times.



This openness is built into Mazars’ culture as they strongly believe that in order to make Mazars a great place to work, Mazars must embrace inclusivity – by listening to its people and in building a unique corporate DNA in Mazars.

### AN “O”PPORTUNITY-RICH CULTURE

The current pandemic has stopped the firm’s ability to continue with the Mazars Opportunity for Valuable Exchange (MOVE) programme with its international offices but it has not stopped them from providing learning and development opportunities for their people. Mazars continues to provide internal transfer opportunities across service lines, sharing of knowledge and good-practices among regional offices, collaboration of projects with overseas offices. The firm creates opportunities and new avenues to support and enhance the exposure of its people and to fulfil their quest for new knowledge and growth. This reinforces Mazars’ shared belief that they are one committed team working to help their clients and groom their people.



### A “L”EARNING CULTURE

Mazars has always been clear about the pre-eminent role of learning and education for the ongoing success of the organisation. Mazars University was developed and re-accredited in 2020 for another 5 years. Tapping on the group’s programmes and its locally curated training, they are committed to ensuring a continuous learning pathway for all Mazarians. Mazarians will be provided with a progressive learning pathway that accompanies them through different stages of their careers with the firm. This helps to develop Mazarians people for their next career milestone.

In addition, Mazars has also collaborated with the LinkedIn learning platform that allows access to a wide range of hard-skill and soft-skill learning resources. This learning resource helps Mazarians improve themselves and allows them to stay healthy mentally during the circuit breaker period and beyond.

Mazars continues to build and develop its promise of a COOL culture. Mazars will not be just another place of work but a workplace of choice where people matter and where Mazarians are continuously groomed and developed.