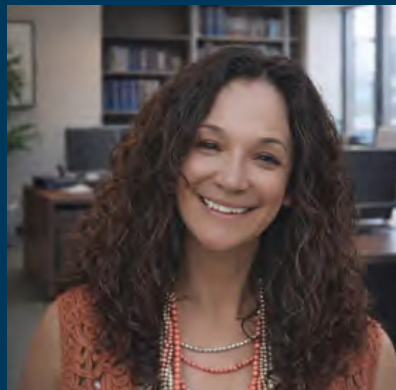


# inspiring stories

## #2

Interview with  
**Sandra Pascual**



## WEARING YOUR COLLEAGUES' SOMBRERO IN ONDA

Understanding how others think, work and feel. At Lamberti Iberia in Onda, a programme on mental health, wellbeing and healthier lifestyle habits brings employees together in mixed-function groups, helping them better understand one another's perspectives.

**What does People Sustainability mean in everyday organisational life?** In Spain, the answer increasingly involves wellbeing, inclusion and the quality of relationships within the workplace. To explore how these ideas are translated into practice, we spoke with **Sandra Pascual, Head of Administration,**

**Finance and Human Resources at Lamberti Iberia,** about the initiatives developed within the Spanish affiliate and the reflections that emerged from them.

**“In the end, we all have human needs. We want to feel listened to, valued and part of a team.”**

Sandra has been part of Lamberti since May 2007. Over the years she has witnessed how attention to people has remained central to the company culture while new initiatives have expanded the way wellbeing and personal development are addressed inside the organisation. For her, the starting point is simple.

**Workplaces function well when people feel recognised as individuals and when they experience a sense of belonging.**

## A Changing Landscape in Spain

In recent years, the conversation around sustainability in Spain has increasingly included the human dimension of work. Topics such as inclusion, professional development, mental health and wellbeing are gaining visibility both in society and within organisations. Sandra sees this broader cultural shift reflected inside Lamberti Iberia. The Spanish team has progressively focused

its attention on initiatives aimed at improving the wellbeing of employees.

*“In my country everything related to sustainability, especially the part dedicated to people, is in a moment of growth,” she notes. “Great importance is being given to inclusion, wellbeing, professional development and mental health.”*

This growing awareness has encouraged Lamberti Iberia to develop concrete initiatives that address these issues directly.

## Training as a Tool for Awareness

Among the initiatives introduced recently, training programmes dedicated to mental health and personal wellbeing have played a central role. These sessions address topics such as stress management, positive habits, healthy nutrition, time management and teamwork.

**“We discovered things about ourselves that we would never have known if we had not stopped to think.”**

The programmes are typically organised in sessions of around two and a half hours, often once a week, so that employees can participate without interrupting the company’s daily activities. Some programmes last several weeks. Others are shorter.

With a team of around twenty people, Lamberti Iberia can experiment with different formats. In some cases the entire team participates together. In others, employees are divided into smaller groups, depending on the nature of the topic and the recommendations of the psychologist who leads the sessions.

An important element of the training design is the deliberate mixing of employees from different departments. Rather than separating administration, laboratory and logistics staff, each group includes people from several areas of the organisation.

This approach has allowed participants to gain a better understanding of the challenges and responsibilities faced by colleagues in other roles. Sitting in one’s own position within the organisation does not always make it easy to understand the situations faced by others.

The exercises proposed during the sessions also encouraged participants to reflect on their own behaviour and reactions. In many cases this process revealed aspects of their own personalities that had previously gone unnoticed, transformed into shared practices that support people and improve the system as a whole.

**“Sometimes we are more interested in what we are going to say than in listening to what the other person is saying.”**

## The Challenge of Changing Habits

Some employees initially showed hesitation when asked to participate in sessions that addressed personal attitudes or stress management. For this reason the programmes were designed so that everyone in the organisation, including management, took part. The idea was that if the initiative was intended to benefit the whole organisation, participation should be shared by all.

Over time, reactions varied. Some employees embraced the experience enthusiastically and reported noticeable changes in their attitudes. Others remained more cautious. For Sandra, this diversity of responses is natural. Each individual approaches change differently.

## Signs of a Changing Climate

While the long-term impact of these initiatives will be evaluated through employee surveys, Sandra already perceives changes in everyday interactions within the team. The tone of conversations has evolved. People communicate differently, and relationships appear more open and collaborative.

*“From how people talk and how they interact with the team, you can already perceive an improvement.”*

## Health Beyond the Office

The project also promotes initiatives that encourage healthier lifestyles beyond the workplace. One example is the sponsorship of a local run in which employees can participate together. The event is designed to be accessible to everyone. Participants can run or simply walk, and the focus



In the photo: Lamberti Iberia Team

is not on competition but on spending time together outside the usual work environment.

Nutrition is another area of attention. Seasonal fruit is made available to employees as part of a broader effort to encourage healthier daily habits.

## Diversity and Connection

When reflecting on the concept of People Sustainability, Sandra highlights diversity as a defining element. Recognising these differences, she believes, is essential to building a strong and respectful working environment.

At the same time, diversity requires another skill that is often overlooked in daily interactions: listening.

For Sandra, this simple observation captures the essence of People Sustainability. Respecting diversity and

learning to listen to colleagues allows teams to grow stronger and more cohesive over time.

## The meaning of PEOPLE

Finally, we asked Sandra what the word People means to her.

**“I would say diversity. We are all different. Each person has lived different experiences and has different ways of thinking and feeling.”**