

A GLOBAL PROGRAM WITH LOCAL FOCUS AT MMC*



“Giving back to our local communities is a key tenet of our culture. While we’re headquartered in New York City, half of our revenue and employee base are outside the US.”

— CHRISTINE SALERNO

Head of Corporate Social Responsibility at
Marsh & McLennan Companies

Launched in 2010, Marsh & McLennan Companies’ employee volunteering program has grown exponentially over the last eight years. In 2017, thousands of employees volunteered in more than 50 countries. Such significant progress is supported at the board level through a dedicated corporate social responsibility committee, and is implemented with the help of its country-level CEOs as well as its dedicated global nonprofit partners.

MMC’s Corporate Citizenship

“Our shared purpose underpins our aspiration to become one of the best companies in the world,” said Dan Glaser, President and CEO of Marsh & McLennan Companies. “To achieve this, we must be relevant to clients and continue to be a great place to work for colleagues. Our corporate citizenship plays a vital role while delivering on our commitment to improve the communities where we live and work.”

Employee Engagement

Employee responses in the company’s engagement survey support Glaser’s claim: Those who volunteer alongside their colleagues are more satisfied and engaged. Empirical research has also found similar business benefits. Studies show that employee volunteering programs lead to skill development, increased organizational commitment and engagement, enhanced understanding of business goals, and lower turnover rates.



With roots dating back to 1871, Marsh & McLennan Companies supports nearly 65,000 employees in more than 600 offices in 130 countries.



“Our distinct culture is reflected in the contributions our people make to the communities where we live and work. I am extremely proud of what our colleagues accomplished ... causes ranging from education, to animal advocacy, to health, to homelessness ... making a meaningful difference in more than 350 cities and 50 countries around the world.”

— DAN GLASER

President and CEO of Marsh & McLennan Companies

Key to Success

The key to the program’s lasting success is its ability to adapt to the specific needs of local communities while maintaining a connection to the company’s overarching focus areas of education and disaster preparedness and recovery.

Through these efforts and many others, including the company’s Global Volunteer Month in May, the employee volunteers at Marsh & McLennan Companies are creating a global multicultural impact. They are using the impressive resources of a large global organization to drive progress in their local communities.

“We know that productivity increases when colleagues feel aligned with the company’s values,” said Christine Salerno, Head of Corporate Social Responsibility at Marsh & McLennan Companies. “By giving back with our time, money and expertise, we become better connected with each other and to our company’s larger purpose—doing meaningful work that makes a difference”

CONCLUSION

Marsh & McLennan Companies views its commitment to citizenship as a shared responsibility among all stakeholders — colleagues, leadership, clients, shareholders and communities — to help improve the world and make it a better place to live, work and prosper.

*A version of this article originally appeared in [The Corporate Citizen](#).

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