

Strategy Plan



RECOGNITION & REWARDS & SALARIES

Strengthen Employee :Recognition & Appreciation

Provide Financial or Non-Monetary Rewards: Bonuses, gift cards, or even extra time off can boost morale
Celebrate achievements through monthly recognition awards, shout-outs, and bonuses

Improve Motivation : Implement a recognition program ("Employee of the Month", or bonuses)
Show employees how their work contributes to the company's success
Conduct a salary market survey to ensure fair salaries within the company.



CAREER GROWTH & DEVELOPMENT

Establish Clear Career Growth Paths

Create Defined Career Progression Plans: Show employees clear promotion criteria and career pathways

Encourage Continuous Learning: Offer workshops and knowledge-sharing sessions

Provide annual training budgets for certifications and courses



LEADERSHIP SUPPORT & COMMUNICATION

Increase Managerial Feedback & Support

One-on-One Meetings: Managers should provide frequent, constructive feedback and discuss employee concerns

Create Engaging Social Activities: Organize team-building activities, game nights, or informal coffee chats
Conduct training sessions for managers in all departments on leadership and artificial intelligence and how to apply it, which helps introduce new tools to accomplish tasks professionally.

Hold a regular meeting between the manager of each department and his management to discuss the new goals for the department and the company



WORK - LIFE BALANCE & FLEXIBILITY

Enhance Work-Life Balance : Flexible Work Arrangements offer remote work options or hybrid schedules.

Promote a culture where employees feel comfortable taking breaks and vacations



POSITIVE WORKPLACE CULTURE

Encourage teamwork, diversity, and an open-door policy

Implement a structured conflict resolution process

Establish a regulation that prevents the formation of an entire administration of one gender, in order to achieve justice, inclusion, and prevent racism