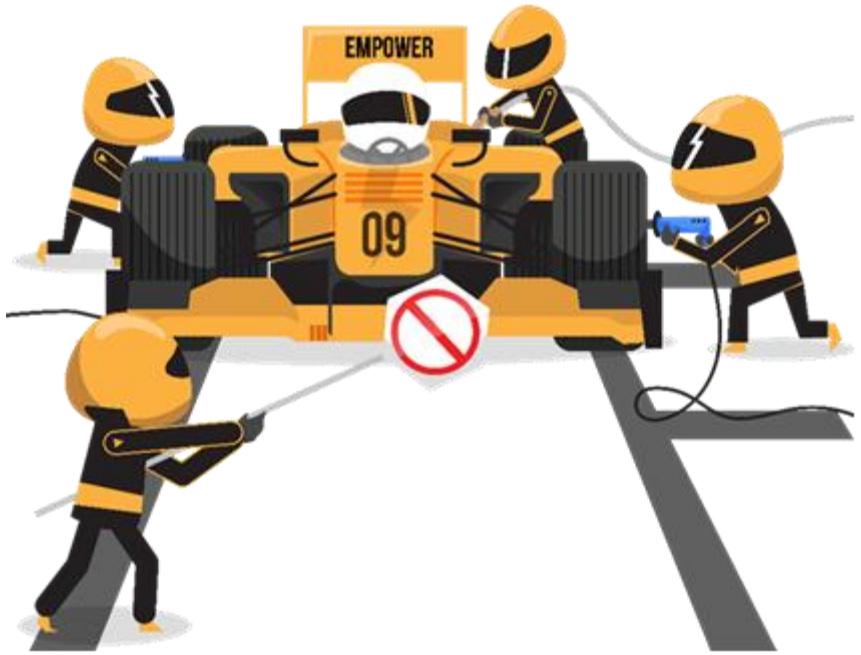
‘Rules of the Road’



- The points, badges & levels will get reset with a prior intimation for upcoming Seasons

EmPower - Imperatives

Imperatives in context of EmPower implies to outcome-based, business critical indicators that positively impacts our products & customers, at the same time result into self-development of employees . Your response & actions to these set imperatives may produce significant impact on business outcomes and your own personal development.

Timesheet

Time tracking system (Bearing/Clarity) to keep a log of various activities determining success of the business projects. EmPower enables increased hygiene and compliance to this project planning system.

How To

Knowledge sharing platform that allows employees to share best practices, technical & process knowledge in forms of videos. EmPower facilitates increased participation, creating a stimulating culture of knowledge sharing and best practice sharing.

My Work Analyzer

Work optimization system that recognizes business & employee value add activities. EmPower encourages & recognizes role model behaviors in line with business needs.

A3 (Continual Improvement)

Process Improvement Idea space that encourages actionable creative ideas to optimize operational processes. EmPower promotes culture of innovation and idea sharing.

HERE University/LinkedIn Learning

Learning platforms to upskill and reskill on demand or business needs. EmPower strives to build a Learning organization & engage employees for self-development & growth mindset

Pls. note: Imperatives may evolve and change in future

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Rules of the Road-Points

Timesheet

Daily Timesheet Save :

7am to 11.59pm- 40 points/day

Daily 1st time Save, 8hours and above

Timesheet Submit :

Same Week Monday to Fridays 7am to 11:59pm– 100 points/week

Weekly 1st time submit 40 hours and above

A3 - Continual Improvement

Submit an A3

Eligible submission- 50 points

Approved A3

Approved for implementation- 300 points

How to – Knowledge sharing

Upload a video on How-To

Video time 300 second or more – 75 points

Video Viewed

Viewed a complete video- 5 points

Viewership reward for Video Creator-

Each view generates **1** point for video creator

**** Current Rules are designed for experimentation purpose. Rules may change with a short intimation*

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Rules of the Road-Points

HERE University

Learn & Earn (HERE University & LinkedIn Learnings)

Points credited as per Learning catalogue post training completion

(Focused Trainings selected on catalogue based on Core and Invest category skills)

My Work Analyzer

On Time availability

Login anytime before 4.00pm – 50 points/day

Logout anytime after 2.00pm – 50 points/day

Productive Hours

Productive hours >6.00 & <6.29 hours - 75 points/day

Productive hours >6.30 & <6.59 hours - 100 points/day

Productive hours > 7.00 hours – 125 points/day

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Win Badges & Lead the Race

Badges are awarded for demonstrating consistent behavior for defined Imperatives & preset rules

Consistent Ranger!!

- Save timesheet for 5 days in a streak- Win a badge!
- Submit timesheets for 2 weeks in a streak- Win a badge!

Luminous Mind!!

- A3 Approved by the Continual Improvement Team – Win a Badge

Benevolent Guru!!

- Upload two Videos - Win a badge!

Intellectual Maverick

- Complete 2 Trainings - Win a badge!

Horsepower Burner

- On Time availability (Login time) for 5 days in streak - Win a badge!
- Productive hours > 7.00 hours for 5 days in a streak- Win a badge!

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Timing of Points/Badges Credit and Nudge Messages

Points & Badge Credit Timing

All Points and Badges are credited every next day (Tentative 7.30 am)

For Example : Monday Scores will be reflected on Tuesday around 7.30 am (exception TS Submit: Friday submit will reflect on every subsequent Tuesday)

Nudge Messages

SAM, your assistant, nudges personalized messages every morning (~8am). These messages helps to make a better choice on key actions that would earn you badge.

These personal messages from SAM stays on your EmPower Landing page, thorough out the day. This is just to keep inspired to go for next action and not miss the opportunity.

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Laps & Levels

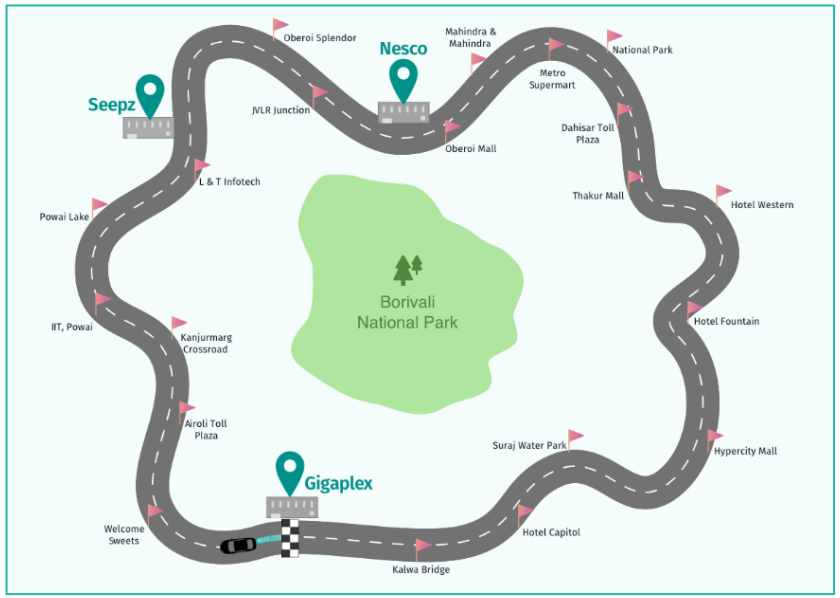
Laps

The entire game experience is designed on Car Race Concept 'Mumbai – Grand Prix'. The race circuit connects all HERE Mumbai offices in a circular loop referred as 'Lap'. Accumulated points drive your car to subsequent landmark. Once user achieves 1150 points the lap is treated as complete. Lap starts from Gigaplex connects to, Nesco via SEEPZ and finishes back to Gigaplex office.

Levels

Level configurations on EmPower is inspired from SAE Level of Autonomous car. Level progression occurs (L0-L1-L2-L3-L4-L5) on completion of 10 Laps for each Level. Achieving 1150 points on every instance will conclude a single Lap.

Laps	Levels	Automation Level
0 - 10	L0	No Automation
11 - 20	L1	Driver Assisted
21 -30	L2	Partially Automated
31 - 40	L3	Conditionally Automated
41 - 50	L4	Highly Automated
51 - 60	L5	Fully Automated



Mumbai Circuit

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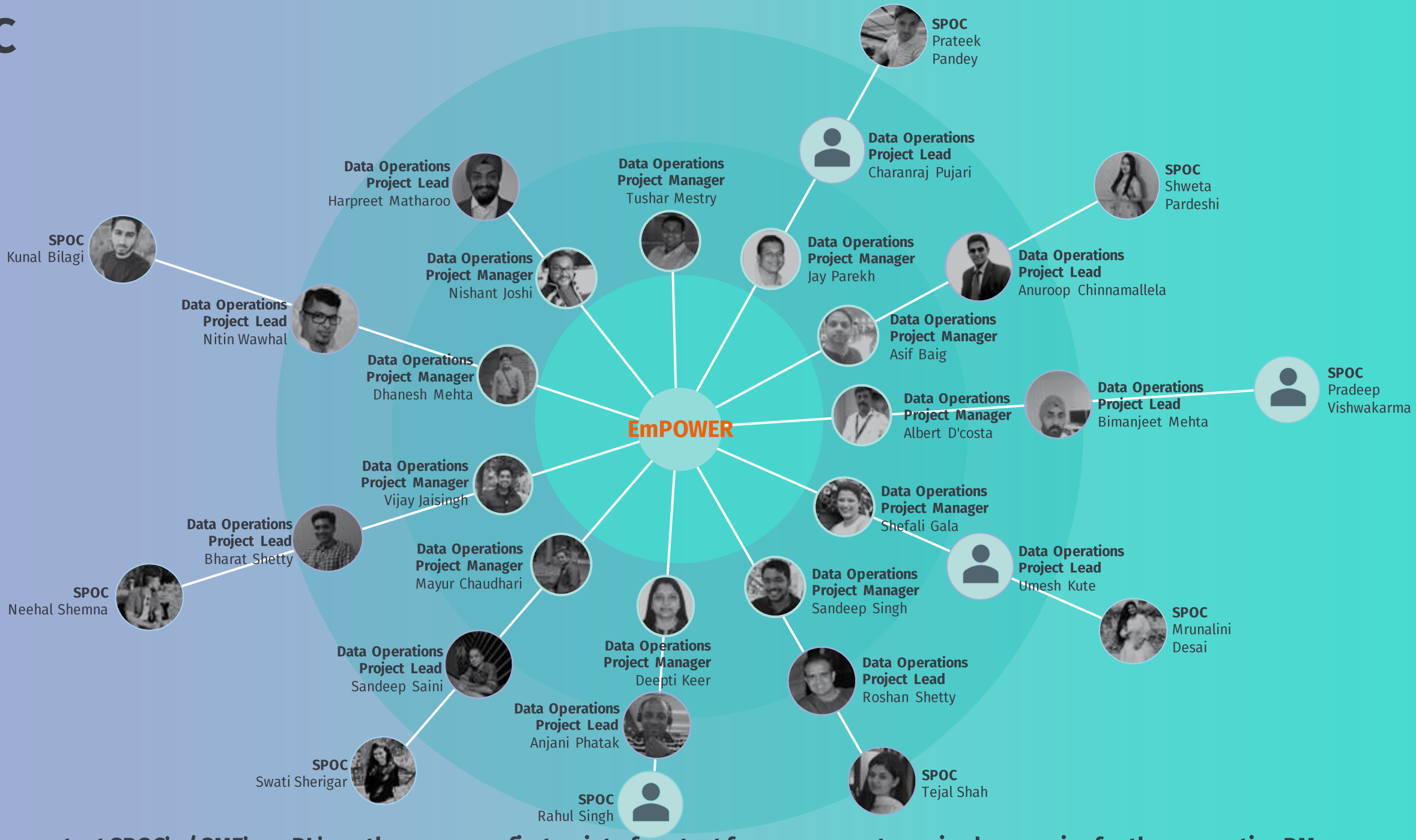
Please contact SPOC's / SME's or PL's as they are your first point of contact for any support required or queries for the respective PM groups

ALC



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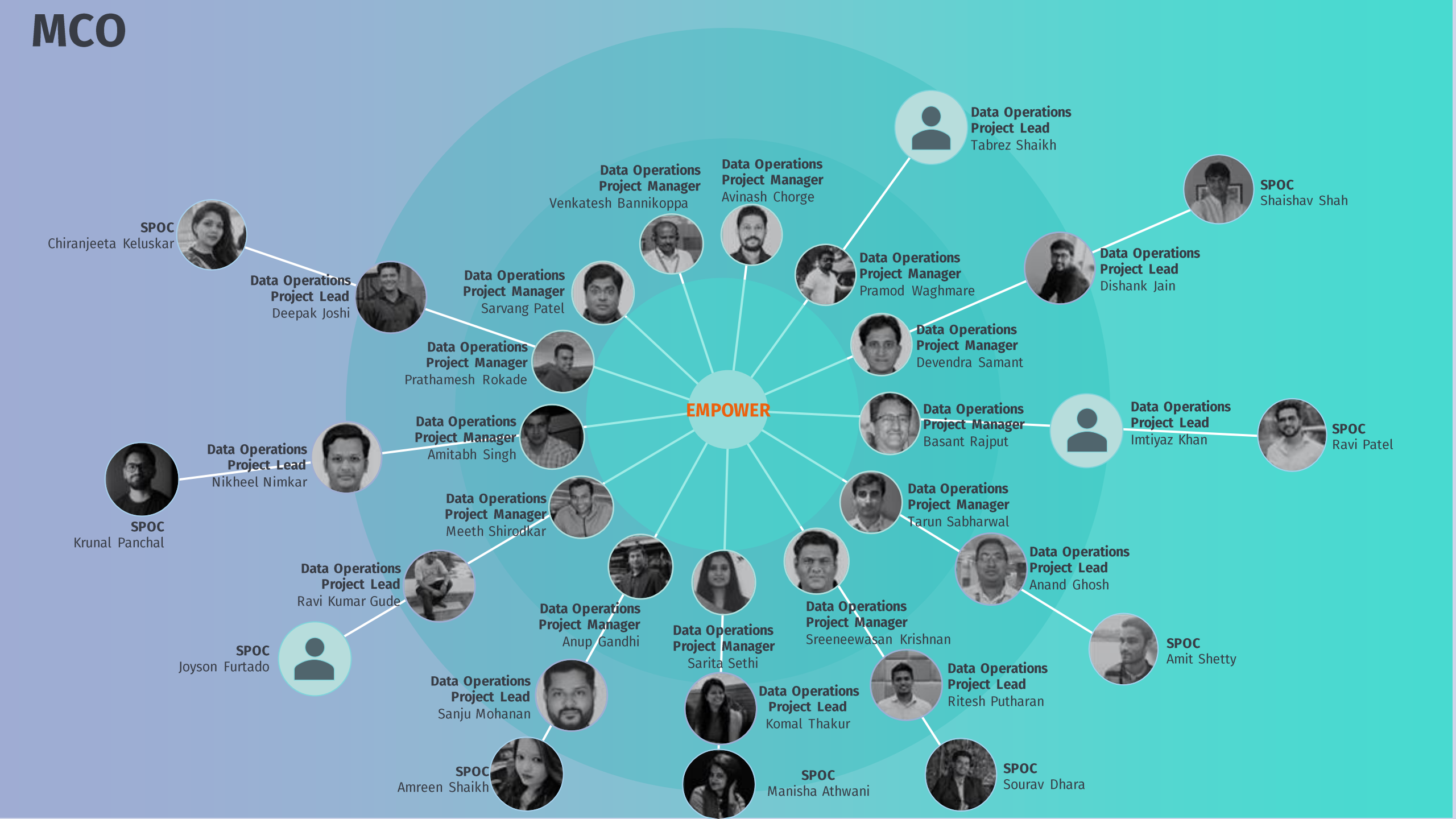
MCO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Thank you