

Uthaya Prakash Santhanam

101 Ways to Engage your Talent

Reach the Peak of the Mountain of
Happiness at Work

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THE MOUNTAIN OF
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101 Ways to Engage your Talent: Reach the Peak of the Mountain of Happiness at Work

1st edition

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ABOUT THIS BOOK

This book aims to provide various practical ways to engage talent in your organisation, leading to higher productivity, business success, and delighted employees.

101 Ways to Engage Your Talent was written with a global approach and these initiatives may not be applicable in every environment, cultural context, and country. Readers are recommended to select the appropriate initiatives to fit their organisational needs and culture.

Enjoy reading!

ABOUT THE AUTHOR



Prakash is a resourceful talent partner in reshaping organization in the areas of performance management, talent engagement, executive coaching, workforce planning, leadership development, succession planning, recruitment, organization learning technology and HR digitalization. Armed with global background and proven international track record across various countries in Asia Pacific, Middle East and North Africa, he plays a significant role in helping organizations gear towards international excellence.

Prakash has led and managed internationally diversified teams as well as established HR and Talent Management teams at regional and global levels. He worked with all levels of employees both at strategic and operational levels and implemented capability development for multicultural teams with vast experience in creating and establishing organization HR strategy, company core values and aligning it with both business and HR goals.

He serves as an Affiliate Member of Institute of Corporate Directors Malaysia (ICDM), a member of American Talent Development Society (ATD), Malaysian Association of Certified Coaches (MACC) and Member of International Society of Performance Improvement (ISPI). He was the past President of International Association of Coaching (IAC), Malaysia Chapter and Past Executive Committee of Association of Coaching and Supervisory Management (ACSM).

HOW TO USE THIS BOOK

Description

Describes the nature of the initiative or event.

Objective

The ultimate goal of the initiative and expected outcomes.

Frequency

Explains the frequency of the initiative or event.

Target Audience

Includes the target group for the mentioned initiative.

1 TALENT ENGAGEMENT

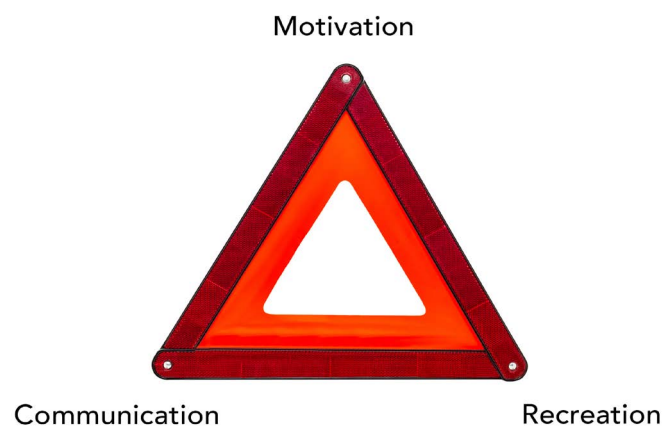
Talent engagement is a key element of any organisation, especially in environments where there is high employee turnover. Talent is the core component of any organisation and a key factor in determining business success. Engaged employees that have a great sense of belonging to the workplace are most likely to stay longer and contribute more, which ultimately results in high customer satisfaction, as well as new businesses.

Career development and rewards are definitely major concerns among talent, which strongly relates to their commitment and loyalty to the organisation. If an organisation fails to provide these, it dissatisfies talent to a certain extent and leads them towards the exit door.

Establishing a stronger brand name combined with talent engagement initiatives certainly helps in engaging and retaining employees.

Keeping these points in mind, I hope this book can help you with engaging the talent in your organisation.

The talent engagement triangle



1. Breakfast with the HR Team

Description

Invite employees to join the HR team for a breakfast session. The session may last up to an hour. It's a great opportunity to share informal messages and key highlights for the month.

Objective

This strengthens communication between HR and all employees, as well as initiating informal interaction between employees from different levels of the organisation.

Frequency

Monthly

Target

All employees

**2. Quote of the Week****Description**

Inspiring stories and quotes can be shared with employees via e-mail/portal at the beginning of the week.

Objective

This injects a sense of inspiration and energises employees with positive thoughts and views.

Frequency

Weekly

Target

All employees

3. Notice Boards/Digital Screen**Description**

Boards are located in several visible locations around the workplace. They can be physical boards or digital screens with regular updates on company news and events.

Objective

This is a good communication channel for all employees. Notice boards are more practical for those in remote locations and without access to computers.

Frequency

Weekly

Target

All employees

4. Fact e-mail – Did you know?

Description

An e-mail sent to all employees on a weekly basis, which may include health tips, general knowledge, and interesting facts.

Objective

This helps expand knowledge and creates excitement about interesting new information.

Frequency

Weekly

Target

All employees

5. Welcome Letter/e-mail

Description

1. A welcome letter from the General Manager or Head of Department (to be handed over personally or via e-mail)
2. A welcome e-mail from HR personnel to introduce new members to the team or organisation.

Objective

This creates a warm welcoming environment to new joiners.

Frequency

First day at work

New employees

6. Quarterly Newsletter**Description**

A quarterly publication distributed to all employees either in soft or hard copy form.

Objective

This brings the employees together with one unified platform to share company news, knowledge, stories, and opinions.

Frequency

Quarterly

Target

All employees

7. HR Portal**Description**

Leverage intranet or an online platform to facilitate HR services.

Objective

This improves HR services, making the department more efficient, accessible and convenient for employees.

Frequency

Ongoing

Target

All employees

8. Assign Top Performers Core Values**Description**

Assign one of the core values to a top performer. The top performer then has to exhibit those values in action for the month assigned and be publicly acknowledged for his/her actions.

Objective

This promotes and encourages the practice of core values, the success pillars of an organisation.

Frequency

Monthly

Target

All employees

9. Use Social Media

Description

Communicate the organisation's news, events, and all updates via social media.

Objective

This enhances communication and ensures employees are well-informed on the latest updates of the organisation.

Frequency

Weekly



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Target

All employees

10. From the Desk of the CEO**Description**

A regularly circulated message from the CEO on organisation's direction and business goals, communicated through all communication channels.

Objective

This serves as a major tool to convey core values, key messages, and business direction to all employees.

Frequency

Quarterly

Target

All employees

11. Town Hall Meeting**Description**

A bi-annual meeting on business updates from the management to all employees in an open space in the office.

Objective

This encourages first-hand information and business updates.

Frequency

Twice a year

Target

All employees

12. Thank you e-mail/Handwritten Card**Description**

Send an e-mail or handwritten note to thank employees for their performance, positive behaviour, gestures, and contribution to the team, department, and the organisation.

Objective

Acknowledge and appreciate employee's contribution, behaviour, and positive actions.

Frequency

When required

Target

All employees

13. Thank you Day

Description

Celebrate thank you day, a day to thank, value, and show appreciation to your colleagues.

Objective

This is a good opportunity to show appreciation for colleagues' support, assistance, and enhance team spirit.

Frequency

When required

Target

All employees

14. Communication Session with CEO and Management

Description

Set up meetings between junior managers, supervisors, and team leaders with the management to discuss business updates and key concerns.

Objective

This serves as a platform for a strategic dialogue, leading to better engagement with the senior leadership team.

Frequency

Quarterly

Target

Managers and supervisors

15. New Product Survey**Description**

Get employees to be the first to test your new products pre-launch. Get their feedback and distribute gifts.

Objective

This creates a sense of belonging to the organisation and awareness on new products and services offered.

Frequency

When required

Target

All employees

16. Brown Bag/Lunch and Learn

Description

The brown bag session is a knowledge-sharing session on various topics during lunch breaks, normally lasting up to an hour or two.

Objective

This encourages knowledge-sharing culture and cultivates stronger relationships within and across teams.

Frequency

When required

Target

All employees

17. Technology Thursday

Description

A sharing session to discuss new innovations or products.

Objective

This helps keep employees up to date with the latest invention and industry trends.

Frequency

Weekly

Target

All employees

18. Monthly Theme**Description**

Create a theme each month and get employees to exhibit accordingly.

Stress Awareness Month - January

Stay Fit Month – February

Thank You Month – March

etc.

Objective

This kind of activity allows employees to relax and promotes work life balance.

Frequency

Monthly

Target

All employees

19. Begin Every Meeting with Acknowledgement

Description

Encourage employees to start every meeting with a positive remark or acknowledgement of their colleagues' efforts, achievement, or contribution.

Objective

Create a positive and healthy working environment.

Frequency

All meetings

Target

All employees

20. Partner New Employee with Long Service Employee

Description

Match new joiners with senior employees.

Objective

This helps the new employee to understand the business, culture, and background of the organisation.

Frequency

When required

Target

New employees

21. HR Day**Description**

Organise a HR open day for all employees highlighting HR key projects, roles, and upcoming initiatives.

Objective

This takes HR and employee's relationship to the next level and promotes HR functions and activities in the organisation.

Frequency

Annually

Target

All employees

22. Communicate, Communicate, Communicate

Description

Introduce employees to key suppliers, customers, and third parties involved in the business.

Objective

This ensures that employees are wellconnected with the organisation's network.

Frequency

When required

Target

All employees

23. Podcast and Vodcast

Description

Podcast and Vodcast are digital audio and video files that can be shared with employees to promote self-paced learning.

Objective

This is another method to transfer knowledge and information to employees.

Frequency

When required

Target

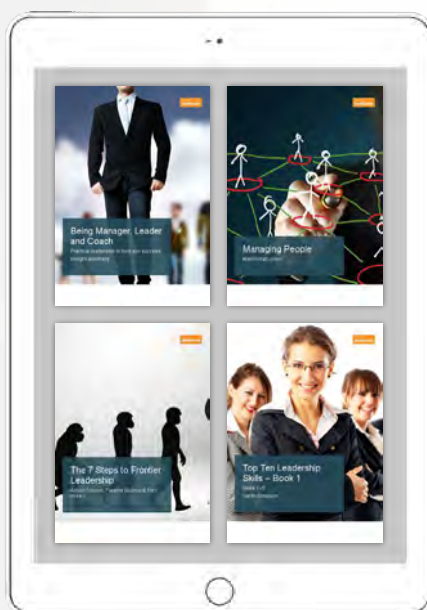
All employees

24. Half Day without e-mail**Description**

Encourage employees to interact and reduce e-mail as much as they can for half a day.

Objective

This promotes face-to-face interaction at work.



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Frequency

When required

Target

All employees

25. Stay Interview**Description**

Job interviews and exit interviews are common. Introduce a “stay” interview to understand what’s in the mind of the employee. Act before it’s too late.

Objective

This is a good way to identify challenges faced by employees.

Frequency

When required

Target

All/Selected employees

26. Talent Engagement Committee

Description

Form a cross departmental committee to carry out talent engagement initiatives across the organisation.

Objective

This helps in getting greater buy-in from employees on new and existing initiatives.

Frequency

When required

Target

All employees

27. Positive Start

Description

Get employees to start the day with positive gestures, remarks, greetings, or a smile on a daily basis.

Objective

This creates a positive working environment.

Frequency

Daily

Target

All employees

28. Mentoring New Hires**Description**

Mentoring is a personal developmental relationship where a more experienced or knowledgeable person helps to guide a less experienced or knowledgeable person.

Objective

This encourages quick workplace assimilation for new employees and helps them to perform more efficiently.

Frequency

During probation period.

Target

New employees

29. Energisers

Description

Energisers are small activities that bring people together; inject positive thoughts, make them feel comfortable, break the monotonous atmosphere, and prepare to work.

Objective

This helps to break down any unforeseen tension and relaxes the team, allowing them to build working relationships and bring the team closer.

Frequency

When required

Target

All employees

30. Focus Group

Description

Focus groups are arranged through an open discussion by a skilled moderator. It is structured around a set of issues bothering the team or business.

Objective

This encourages knowledge exchange and finding solutions for business and people issues.

Frequency

When required

Target

All employees

31. Joke of the Week/Month**Description**

Nothing beats humour. Share jokes via e-mail and other social media platforms to tickle their bones.

Objective

This creates a fun, friendly, and lively office environment.

Frequency

Weekly/monthly

Target

All employees

32. Team Photos**Description**

Hang funny photos or candid photos of team members on a wall.

Objective

This encourages and strengthens the relationship among team members.

Frequency

When required

Target

All employees

33. Pot Luck**Description**

Get everyone in the department to bring home-cooked food and delicacies in to the workplace.

Objective

This creates exciting and fun environment for employees, while sharing a preferred meal together.

Frequency

Quarterly

Target

All employees

34. Thank you Board

Description

Place a thank you board with post-it notes, allowing everyone to thank those who deserve it.

Objective

This gives people a chance to appreciate and thank their team members for their support.

Frequency

When required

Target

All employees

35. Establish Virtual Social Platform

Description

Establish and encourage virtual social platforms, such as Yammer. Select your ambassadors and get employees connected.

Objective

This brings employees together and allows them to share their experiences and thoughts.

Frequency

Ongoing

Target

All employees

**36. Work from Home****Description**

Allow employees to work from home once a month or on a weekly basis for key task accomplishments or delivering a job well done.

Objective

This is a unique way to express appreciation and recognition to employees.

Frequency

When required

Target

All employees

37. A day-off**Description**

Give a day off as part of recognising employees' efforts and achievements.

Objective

This encourages everyone to appreciate employees' contribution.

Frequency

When required

Target

All employees

38. Reserve the Best Parking Space**Description**

For a week, allow an employee to use the VIP parking space as a reward for a job well done.

Objective

This method appreciates and recognises contributions made by employees.

Frequency

When required

Target

All employees

39. Appear on Screen**Description**

Ensure that employees appear on company's display screen for their key achievements.



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Objective

This instills a sense of appreciation to employees for their contribution.

Frequency

When required

Target

All employees

40. Long Service Employee Award**Description**

Arrange for long service award event for 5, 10, 15, 20, and 25 years of service with the organisation.

Objective

This promotes long term careers with the company and rewards employees accordingly.

Frequency

When required

Target

Long service employees

41. Professional Membership

Description

Provide professional association membership fee for outstanding performers.

Objective

This serves as a token of appreciation for their accomplishments.

Frequency

When required

Target

All employees

42. Management By Walking Around (MBWA)

Description

The management team to conduct frequent field and floor visits to understand the business and employees better. Start moving!

Objective

This fosters a good relationship between employees and the management.

Frequency

When required

Target

All employees

43. Reward Best Attendees**Description**

All employees with excellent attendance records are entitled to a lucky draw (latest gadgets, trending goodies, etc.)

Objective

This encourages efficiency and good attendance among employees.

Frequency

Annually

Target

All employees

44. Safety Champion**Description**

Award the best employee with the highest safety compliance in the organisation.

Objective

This promotes good safety practice, awareness, and compliance within the organisation.

Frequency

When required

Target

All employees

45. IFON**Description**

Give top priority to internal transfers when it comes to hiring, whether for new openings or promotion. Inside first, outside next (IFON) concept.

Objective

This creates opportunity and career growth within the organisation.

Frequency

When required

Target

All employees

46. Limo Ride**Description**

Employee gets a Limo ride to and from work for a day for their job well done.

Objective

This is a form of reward for employees for excellent accomplishment.

Frequency

When required

Target

All employees

47. Wall of Fame**Description**

Set aside a public space and place photos of top performers.

Objective

This is to acknowledge, reward, and appreciate employees for their commitment and efforts.

Frequency

When required

Target

All employees

48. Staff Suggestion Scheme (3S)

Description

Establish both physical and online suggestion box. Be transparent on the policy and awards. Categorise the suggestions received by the level of impact to the business and reward them accordingly. Ensure every suggestion is acknowledged. By participating, employee stands a chance to join a quarterly draw with a prize of \$1000.

Objective

This is a channel to combine valuable suggestions and put them forward for implementation. It is a great method to acknowledge employees ideas and thoughts.

Frequency

Ongoing

Target

All employees

49. Children of Staff Education

Description

Offer a discount or pay the full fee for top performers' children's education.

Objective

This acknowledges, rewards, and appreciates top performers for their significant achievements.

Frequency

When required

Target

Top performers

50. Birthday Wishes – E-mail/Call**Description**

E-mail wishes or a customised e-card for employees on their birthday. A followup call can be a good gesture.

Objective

This is the time for us to celebrate important days for employees.

Frequency

On birthday

Target

All employees

51. Birthday Celebration**Description**

Carry out a monthly birthday celebrations for employees born in a particular month.

Objective

This is a fun way to denote appreciation and improve the mood of the workplace. **Frequency**

Last working day of the month

Target

All employees

52. Monthly Draw**Description**

Carry out a monthly lucky draw with simple gifts as prizes.

Objective

This motivates, excites, and gives energy to the team to function better.

Frequency

Monthly

Target

All employees

53. Complaints Box

Description

Employees can drop their concerns and complain in dedicated boxes placed around the organisation. Compile on monthly basis and organise a brainstorming session to discuss the issues with potential action plans.

Objective

This helps to identify issues and concerns regularly instead of waiting for a yearend assessment.

Frequency

Monthly

Target

All employees

54. Lunch on Me

Description

Take your employees or team for a lunch treat. Try different places and dishes each time to add excitement.

Objective

This engages team members and encourages outside work conversation, leading to better relationships.

Frequency

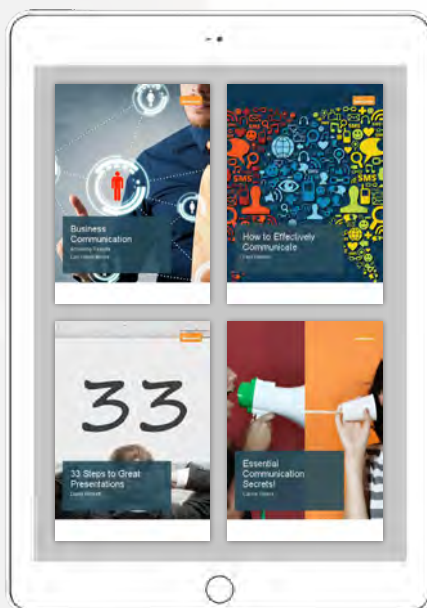
Quarterly/monthly

Target

All employees

55. Puzzle of the Month**Description**

Puzzle of the month consisting of three questions/puzzles sent to employees via e-mail and the first employee to answer correctly receives a prize.



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Objective

This creates excitement and engagement among employees, and breaks the routine in the office. Also serves as a short break for most.

Frequency

Monthly

Target

All employees

56. Core Value Competition**Description**

Annual or bi-annual initiative to promote core values among employees. This can be in the form of write-up outlining their experience on how core values are applied in their daily work.

Objective

This promotes core values, which are the success pillars of an organisation.

Frequency

Once or twice a year

Target

All employees

57. Spouse Hiring Program

Description

Offer the opportunity for an employee's spouse (especially expatriates and repatriates) to join the organisation, assuming all other criteria are met. (Exercise restrictions, such as not working in the same department)

Objective

This creates employment opportunities for employee's spouse.

Frequency

When required

Target

All employees

58. Spouse Voucher

Description

Provide vouchers and coupons for spouses for great job done by employees.

Objective

This is a form of appreciation to employees for their key achievements.

Frequency

When required

Target

All employees

59. Offer a Project Swap**Description**

Provide top performers the opportunity to select a project of their interest.

Objective

This offers employees a chance to work on assignment within their interest and reward them simultaneously.

Frequency

When required

Target

All employees

60. Family Voucher**Description**

Provide family vouchers for employees who have completed a tremendous task. (Retail outlet, movies, theme park vouchers, etc.)

Objective

This is a form of appreciation for top employees.

Frequency

Ongoing

Target

All employees

61. Referral Program**Description**

Create an opportunity for employees to recommend candidates and upon completion of probation, employees are rewarded as promised.

Objective

This is a chance to increase the talent pool, and reward employees for their efforts.

Frequency

Ongoing

Target

All employees

62. Employee Award

Description

Introduce awards

1. Talent of the Month (TOM)
2. Team of the Year
3. Extra Mile Award

Objective

To reward, acknowledge, and appreciate employees for their noteworthy performance and contribution.

Frequency

Ongoing

Target

All employees

63. Free Medical Check-up

Description

Provide free annual medical check-up for employees.

Objective

This shows that the company is concerned with employees' health and is a nice gesture to promote health awareness.

Frequency

Annually

Target

All employees

64. Health and Inspirational Talks**Description**

Bring the best speaker to deliver talks on specific areas, such as health, wealth management, work life balance, and other topics that can inspire employees.

Objective

This motivates employees and creates awareness on various important elements of life.

Frequency

Quarterly

Target

All employees

65. Celebrate Achievements**Description**

Celebrate achievements, whether big or small.

Objective

This brings team members together and extends a sense of appreciation to them.

Frequency

When required

Target

All employees

66. Gift – Vouchers and Coupons**Description**

Provide vouchers for employee recognition on their performance, contribution or efforts in going the extra mile to complete a task.

Objective

This gives an opportunity to thank and acknowledge employees' contribution.

Frequency

When required

Target

All employees

67. Win Cash for Performance

Description

Similar to a loyalty program, each employee who receives five signatures from the management can cash in for \$500 (5 signatures worth \$500)

Objective

This encourages and empowers employees, and creates an opportunity for employees to communicate with management.

Frequency

When required

Target

All employees

68. Help in Their Career

Description

Provide platforms, pathways, and channels to assist employees in progressing their career.

Objective

This is a great effort to motivate and retain employees.

Frequency

Ongoing

Target

All employees

69. Foster Their Education**Description**

Create opportunity and learning growth for employees to upskill (e.g. certification, workshops, and conferences)

Objective

This helps to promote ongoing learning and developing employees' capabilities.

Frequency

Ongoing

Target

All employees

70. Hire Attitude and Traits**Description**

Empower hiring managers to give importance to attitude and traits during the hiring process.

Objective

Bring in potential talents and positivity into the organisation.

Frequency

Ongoing

Target

All employees

71. Side-by-Side**Description**

Manager conducts a side-by-side with their direct reports. Manager to closely follow and understand employee's day-to-day work.

Objective

This improves working relationship and engagement level.

Frequency

When required

Target

All employees

72. Voluntary Day Off**Description**

Offer a voluntary day off for employees to participate in company CSR events.

Objective

This promotes charity work and creates a bond among employees who participate.

Frequency

Twice a year

Target

All employees

**73. Celebrate Festivals****Description**

Take time to celebrate major festivals with employees.

Objective

This creates a stronger bond, understanding, and unity among employees.

Frequency

When required

Target

All employees

74. Safety Day**Description**

Organise safety day either quarterly or annually to promote awareness and zero accidents at work.

Objective

This puts emphasis on safety within the organisation and operation.

Frequency

Ongoing

Target

All employees

75. Wellness Program**Description**

Provide discounted rate or full payment for health club membership or wellness programmes.

Objective

This promotes healthy living and work life balance.

Frequency

Ongoing

Target

All employees

76. Small Trips**Description**

Arrange small company trips from time to time either at department level or organisation wide.

Objective

This strengthens bond among departments and inter-department members.

Frequency

When required

Target

All employees

77. Treasure Hunt

Description

Organise a department or company-wide treasure hunt either on a working day or the weekend.

Objective

This brings fun, joy, and excitement to the workplace.

Frequency

Annually

Target

All employees

78. Free Lunch

Description

Provide free lunch or lunch coupons for employees once a month.

Objective

This reflects company concerns for employees.

Frequency

Monthly

Target

All employees

79. Blood Donation Program**Description**

Arrange a blood donation campaign on a quarterly basis.

Objective

This encourages volunteering and love for charity among employees.

Frequency

Quarterly

Target

All employees

80. Environmentally-Friendly Competition**Description**

Organise competition for employees, such as product design using waste or recycled materials.

Objective

This fosters creativity and awareness on environmental issues.

Frequency

Annually/quarterly

Target

All employees

81. Outdoor Games**Description**

Organise various outdoor games for employees (basketball, football, etc.)

Objective

This promotes team spirit, and improves communication among departments.

Frequency

When required

Target

All employees

82. Indoor Games**Description**

Organise various indoor games for employees (chess, bowling, go kart, etc.)

Objective

This promotes team spirit and improves bonding among departments.

Frequency

When required

Target

All employees

83. Volunteer Projects**Description**

Donation campaigns, such as clothes, books, food, and recycled items.

Objective

This promotes volunteer work and brings employees together to support the community.

Frequency

When required

Target

All employees

84. Go Green**Description**

A campaign that encourages employees to plant trees at home.

Objective

This creates awareness and environmentally-friendly projects.

Frequency

When required

Target

All employees

85. Join a Club**Description**

Run various clubs in the organisation depending on employees' interests, such as band group, fishing club, chess club, etc.

Objective

This reflects the company's efforts to promote work life balance.

Frequency

When required

Target

All employees

86. Monthly Party**Description**

Organise a monthly party for employees either by department or organisation wide.

Objective

This creates more opportunities for employees to mingle and socialise.

Frequency

When required

Target

All employees

87. Photography Contest**Description**

Hold quarterly or annual contest for all employees to come forward and share their captured moments and win a prize.

Objective

This is a way to encourage employees to be creative and tap into their photography talent.

Frequency

Quarterly/annually

Target

All employees

88. Movie Day**Description**

Select a movie, book a time and cinema, and invite employees with their family members.

Objective

This is an exciting activity outside working hours.

Frequency

Quarterly/annually

Target

All employees

89. Team Building**Description**

Team building includes a wide range of activities designed for improving team performance via a fun approach.

Objective

This creates a good working relationship that leads to high performance.

Frequency

When required

Target

All employees

90. Team Bonding**Description**

Team bonding is pursued via a variety of exercises helping employees to get to know each other better in a relaxed, enjoyable manner.

Objective

This emphasises the importance of knowing your team members and working as a team.

Frequency

When required

Target

All employees

91. International Day Celebration

Description

Celebrate international days in your organisation, such as Women's Day and World Heart Day.

Objective

This creates an international environment and awareness on globally important days.

Frequency

When required

Target

All employees

92. Fun Area

Description

Dedicate a fun corner in the office for employees to relax, unwind, and chill out.

Objective

This reduces stress and emphasises conversation at work.

Frequency

When required

Target

All employees

93. Recreation Facilities**Description**

Provide facilities or recreation areas in the workplace for employees, such as work-out area, vending machine, AV room, newspaper corner, coffee corner, etc.

Objective

This focuses on employees' interaction at workplace.

Frequency

When required

Target

All employees

94. Sponsor and Host Event**Description**

Get each team to sponsor and host a charity event.

Objective

This gives personal satisfaction and creates a bond among members of the organisation.

Frequency

Quarterly/annually

Target

All employees

95. Festival Decoration Competition**Description**

Conduct a decoration competition for teams during festivals and celebrations.

Objective

This promotes diversity and bonding among team members.

Frequency

When required

Target

All employees

96. Decorate your Desk**Description**

Find creative and attractive ways to decorate workstation with recycled items.

Objective

This introduces creative and environmentally-friendly ways at the workplace.

Frequency

When required

Target

All employees

97. Family Day**Description**

Organise an event that brings employees and their family members together via fun activities.

Objective

This fosters a great relationship with family members after working hours, leading to better engagement and focus at work.

Frequency

When required

Target

All employees

98. Monthly Meeting and Fun**Description**

Organise department's monthly meeting outside the office premises or combine it with a lunch or brunch.

Objective

This fosters a good relationship among team members.

Frequency

Monthly

Target

All employees

99. Brainstorming Session**Description**

Introduce and encourage brainstorming sessions within teams.

Objective

This enhances team spirit and promotes ideas and healthy discussion.

Frequency

Monthly

Target

All employees

100. Awards Night**Description**

Organise annual awards night for employees.

Objective

This boosts awards winners' and employees' morale, spirit, and engagement.

Frequency

Annually

Target

All employees

101. Birthday Breakfast**Description**

Organise a birthday breakfast with the management.

Objective

This enhances relationships and bonding with the management.

Frequency

Monthly

Target

All employees