

 The Appreciation Awards 2024

The Appreciation Awards | Example Application

Structure

Our Internal Wellbeing strategy forms part of the People Team's promise to deliver on our mission to make RGER a better place to work. Wellbeing is core to employee appreciation. We know that without it, every other part of the employee experience is negatively affected. That's why we've made it integral to our culture, strategy, and employee benefits offering. While we've always had policies and benefits in place to support our employee's wellbeing, the main challenge was ensuring global alignment and consistency in our wellbeing initiatives while catering to diverse employee needs. We recognised that our Mission to make the world a better place to work is only possible by putting wellbeing at the HEART of our experience.

The purpose of HEART is to support the positive health and wellbeing of our people through Healthy Everyday Actions Reached Together. To develop this strategy, we conducted extensive internal/external research, including surveys and feedback sessions, to identify the specific wellbeing needs of our workforce. Our objectives were to create a supportive, innovative, and inclusive wellbeing offering accessible to all employees and ensure its effectiveness.

These were our goals:

1. Support positive health and wellbeing.
2. Offer an innovative wellbeing program inclusive of employee needs.
3. Make positive wellbeing accessible for all.
4. Provide a diverse wellbeing offering across various categories.
5. Ensure the wellbeing offering is impactful and effective.

Our wellbeing principles—Inspire, Connect, and Engage—guide our strategy. We aim to inspire our people to achieve their wellbeing goals, connect through collaboration and gamification, and engage with personalised, accountable, and timely campaigns. These principles ensure we meet the most common needs of our audience and deliver wellbeing throughout the business effectively.

By integrating these elements, HEART supports our mission and enhances our employees' overall experience, fostering a healthier and more engaged workforce.

Execution

Being a global company means we often have to be flexible and work with local laws and practices to provide the best possible offerings. We're always working hard to ensure an equal offering to all employees across the globe. We Think Global & Push the Boundaries with our fresh, innovative, and creative approaches that deliver the best solution for all RGERs worldwide in every stage of life.

Our three core principals for promoting wellbeing—Inspire, Connect, and Engage— were spread across three channels that ensured better focus and impact. Our boom! digital workspace empowered all voices, facilitated collaboration, and hosted wellbeing-focused campaigns. Our MoveSpring app connected employees globally, fostering engagement through challenges and recognition. Our Wellbeing Center offered resources on fitness, nutrition, financial wellness, and mental health.

We prioritised digital delivery. Our technology is a key enabler of our success, with a centralised hub that can be accessed anytime and anywhere, ensuring all members of our company and their families can participate in our initiatives. We wanted to provide a diverse, inclusive, and holistic offering across six core pillars of wellbeing: Family, Financial, Physical, Mental, Workplace, Career, and Social Wellbeing. This framework was supported by three main approaches: preventative initiatives to protect health, daily initiatives to make wellbeing a habit, and crisis initiatives to offer 24/7 support.

This comprehensive plan was appropriate because it addressed the diverse needs of our global workforce, leveraging our RGER technology to ensure accessibility and engagement. Everyone in our company has a hand in our wellbeing strategy. Our leaders serve as program champions spearheading engagement. Our EPIC Networks collaborate on introducing new benefits and review our strategy to ensure it takes an inclusive approach. Our employees are our end-users and provide us with feedback and guidance on what would make RGER a better/ healthier place to work.

Result

We launched HEART as part of our annual RG Thank You Festival, aiming to boost wellbeing, morale, and engagement through a unique shared experience. Celebrated during Employee Appreciation Day week, the festival is our opportunity to express gratitude to every RGer globally.

During the weeklong celebration, our communications saw 1930 views and over 260 reactions. Employees shared over 900 eCards and 150 HEART awards. We hosted six "Wellbinar" sessions, attracting over 200 attendees. Additionally, we launched nine new wellbeing hubs on our engagement platform, boom!, receiving over 3284 clicks to the hub and 2225 clicks to linked resources since their launch.

To measure the impact of HEART, we utilised our Wellbeing Engagement Survey, showing outstanding results:

9.0/10 for RG's commitment to employee wellbeing

9.0/10 for knowing where to find internal wellbeing resources

8.7/10 for feeling able to ask for wellbeing support

8.6/10 for RG's personalised approach to wellbeing

8.5/10 for removing obstacles to achieving personal wellbeing goals

8.5/10 for making wellbeing a priority

We also achieved a 4.5 Compensation & Benefits rating on Glassdoor, reflecting the program's success.

Employee feedback highlights HEART's positive impact:

"HEART takes wellbeing to a broader, more inclusive spectrum, driven by new RG tech like MoveSpring, making wellbeing more inclusive for all."

"I'm proud to live what we recommend to clients. The RG People team supports us as much as clients."

"RG is always evolving, and I love it. Thank you!"

Our Wellbeing Champions played a vital role in building confidence and bridging the gap between work and personal life. We continue to maintain regular communication with employees through surveys, feedback sessions, and leadership meetings, ensuring our strategy remains relevant, effective, and at the HEART of our employee experience.