Employee Engagement
What we have done?

- People Capability Building Programs
- Rewards and Recognition
- Corporate Culture
1. People Capability Building Programs

**Functional Programs**
- Front Line Manager (Operations)
- TDM Academy (Sales)
- Marketing Academy

**Signature Training Programs**
- Speed of trust
- Diversity and Inclusion (D&I)
- 7 Habits for highly effective people
- Great Leaders

**Learning Initiatives**
- Vietnamese E-Learning course with high interaction
- “24/7 Learning” campaign
  - *Morning coffee with TD news*
  - *Learn and Lunch*
  - *Night books with TD*
Learning initiatives

E-learning

• All e-learning courses were customized in Vietnamese, real “examples” from SPVB context

• Competition to encourage learning rate

“24/7 Learning” campaign
2. Rewards and Recognition

- E- Kudos
- Competitive Package
- One Simple Thing (OST)
- Healthy Living and Sport Programs
E-Kudos and One Simple Thing

1 ONE SIMPLE THING

“You are responsible for your own One Simple Thing to improve your work-life balance”

HOW TO DO
Follow email guideline from Talent Development or contact FHR/ TD HO

01 JUL - 01 AUG
JOIN THE PROGRAM AND SHARE YOUR ONE SIMPLE THING WITH US TO WIN LUCKY GIFTS AND STAND A CHANCE TO BE FEATURED NATIONWIDE.

“You are responsible for your own One Simple Thing to improve your work-life balance”

E-Kudos gifts will be changed quarterly
New Work – Life Balance Approach for Line Managers

2,809 total E-kudos was sent out

423 Recognizers sent E-kudos

1092 Recognizes received E-kudos

37 The highest number of E-kudos was sent out by one user

21 The highest number of E-kudos was received by one user

14,358 total E-kudos points sent out

182 OUTSTANDING range

666 GOOD range

467 EXCELLENT range

1,494 VERY GOOD range

Thousands way to say #thankyou, make a difference with EKudos today.

*S*applied for employees L08*
Healthy Living and Sport Programs

- Quarterly Healthy Food
- Valuable information from Medical advisor
3. Corporate Culture

Code of Conduct, Value Annual Refreshment

E-learning

Support Activities: Writing contest, SMS, Photo contest, Lucky draw

Yatte Minahare Campaign

Workshop For Leadership team

For employee: Infographic email, competition and Yatte Minahare writing contest
Code of Conduct, Value Annual Refreshment

Compulsory program – E learning

Supporting Activities

- Photo contest
- Writing contest
- Quizz via SMS
- Location competition

Completion:
100% over the past 3 years
Yatte Minahare Campaign

For SPVB Leadership Team

For All employees

CHƯƠNG TRÌNH ON-TÂP HÂNG NĂM VỀ CHUẨN GIÁ TRỊ VÀ QUY TẮC ƯNG XỨ CỦA SPVB 2016

ANNUAL REFRESHMENT OF VALUES & CODE OF CONDUCT 2016

MS. ENDA KINAY
General Director & CEO

sms and “my yatte minahare story” contest
One Simple Thing suggestion

Timing (on a specific day)
- Leave office at specific time in specific day
- No meeting after 4PM/ before 9AM
- No checking email after 8PM
- No business call after 6PM
- Early departure/ late arrival
- Work from home once a week

Relax
- More coffee-time/lunch-time in specific day
- Spa time on Friday lunch
- The Monday morning coffee
- Won’t attend to emails on weekends
- No works on weekends
- Extend lunch break for gym
- Can attend children’s activities at school

Recreation
- Participate in sport program once a week
- Do regular exercise/ work-out in weekday
- Learn new skills, language, read book
- Disconnected from work on vacation