

**CHĂM SÓC NHÂN VIÊN TOÀN DIỆN
TẠI
DOANH NGHIỆP**

(Integrated Employee Care Framework)



HRA

Mr. Nguyễn Ngọc Tùng
Phó chủ tịch chuyên môn HRA

Ms. Lâm Phương Nga
Giám đốc Nhân sự BIDV MetLife



NỘI DUNG

1. Quan điểm, Xu thế chung

2. Mô hình về Chăm sóc Nhân viên Toàn diện

3. Mô hình triển khai và các hoạt động

3.1. Mô hình triển khai

3.2. Các hoạt động theo mô hình

4. Thảo luận – Q&A

PHẦN 1

QUAN ĐIỂM VÀ XU THẾ CHUNG

Tổng quan về khảo sát

1. Mục tiêu khảo sát

- Xác định được quan niệm về Total Rewards (TR)
- Nghiên cứu các yếu tố cấu trúc của TR và mức độ triển khai tại DN/TC
- Xác định những thách thức và lợi ích khi triển khai TR
- Xác định định hướng xây dựng giải pháp cho DN/TC

2. Số lượng tham gia: 79 DN/TC

3. Đặc điểm doanh nghiệp / tổ chức

- Các DN/TC tham gia khảo sát phần lớn là (Tổng) Công ty có trên 7 bộ phận (30%) và Tập đoàn đa ngành (28%).
- Các DN/TC đang ở giai đoạn tăng trưởng (36%) và trưởng thành (38%).

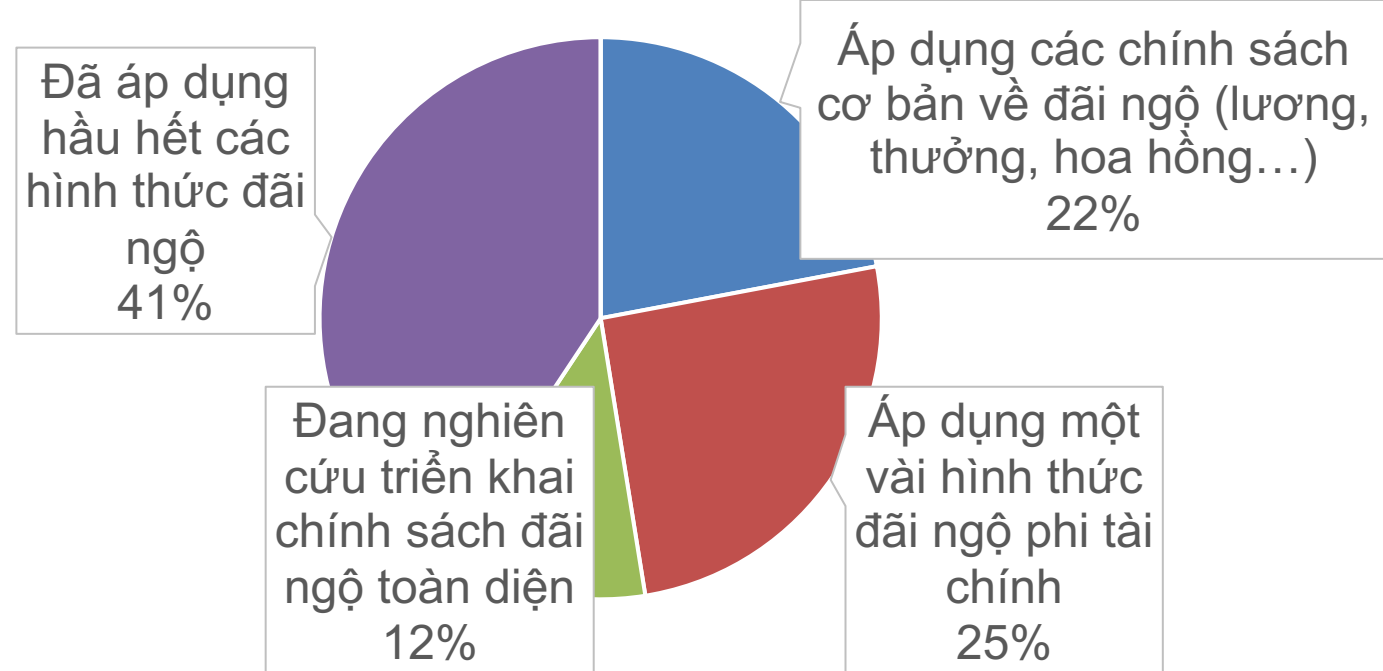
1. Mô hình phân tích



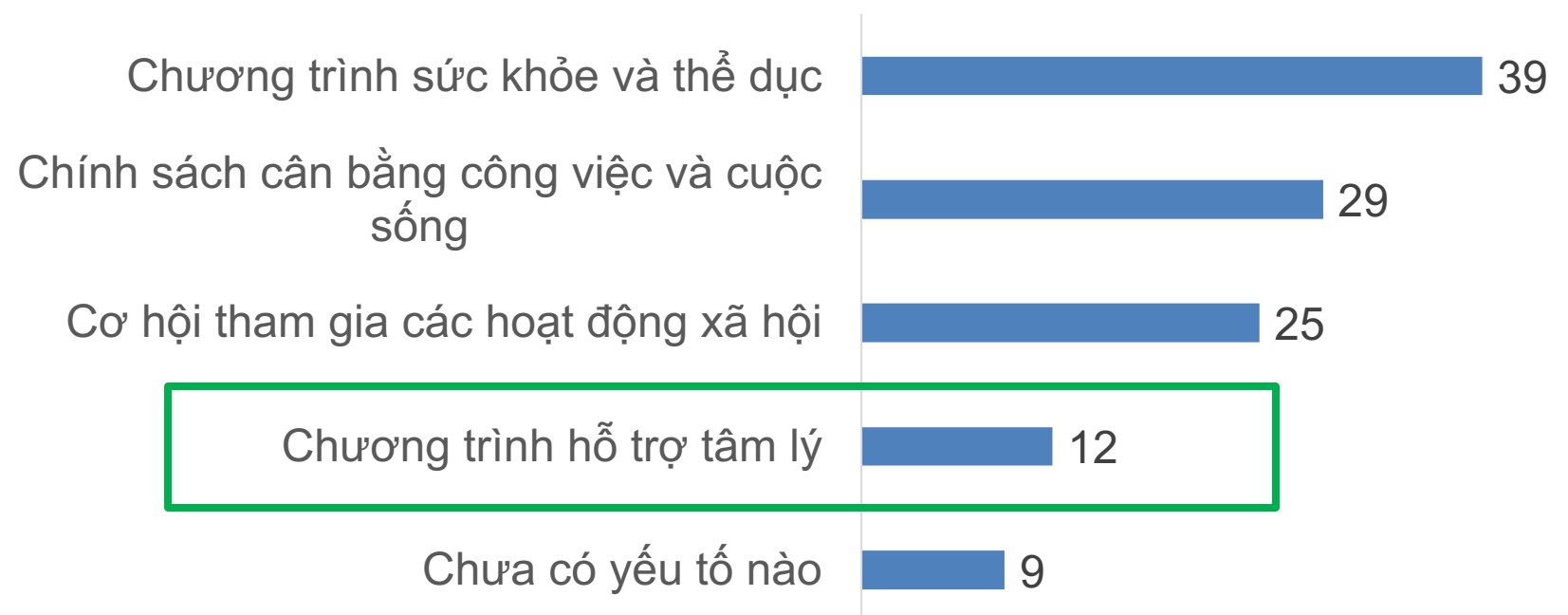
Kết quả triển khai mô hình TR (n=62)

- TR chưa áp dụng các phương thức tối ưu chi phí đồng thời gia tăng lợi ích như Chế độ làm việc linh hoạt, In-kinds, perks, ESOP
- Một số doanh nghiệp có áp dụng chăm sóc sức khỏe và tinh thần, nhưng sức khỏe tâm thần chưa được đặt thành trọng tâm ở số đông doanh nghiệp.

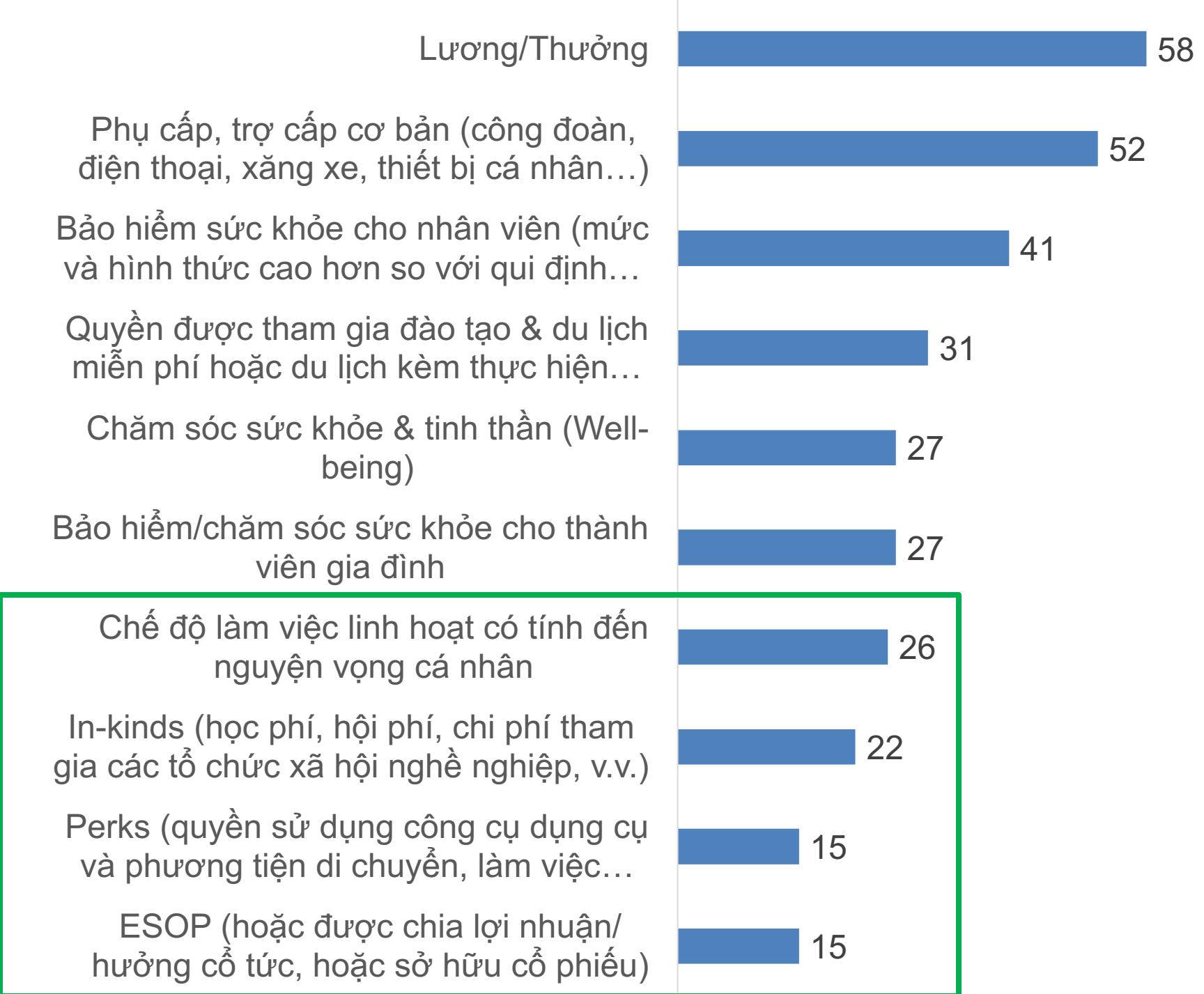
Trạng thái của DN/TC trong quá trình áp dụng TR



Yếu tố được đưa vào "Well-being" trong DN/TC

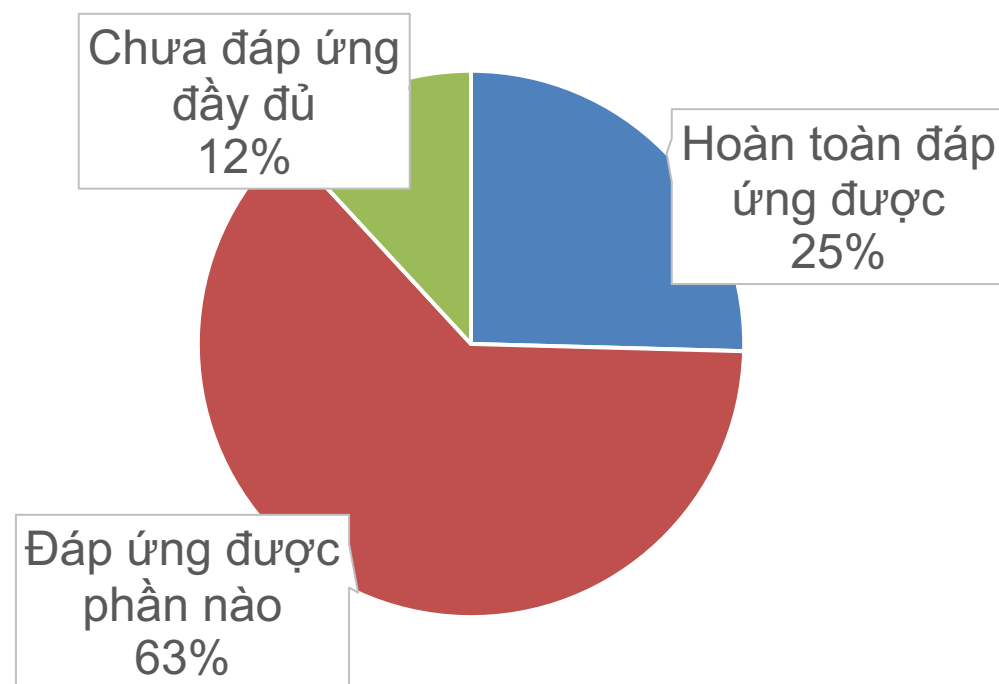


Yếu tố được DN/TC áp dụng chính thức như một phần của TR

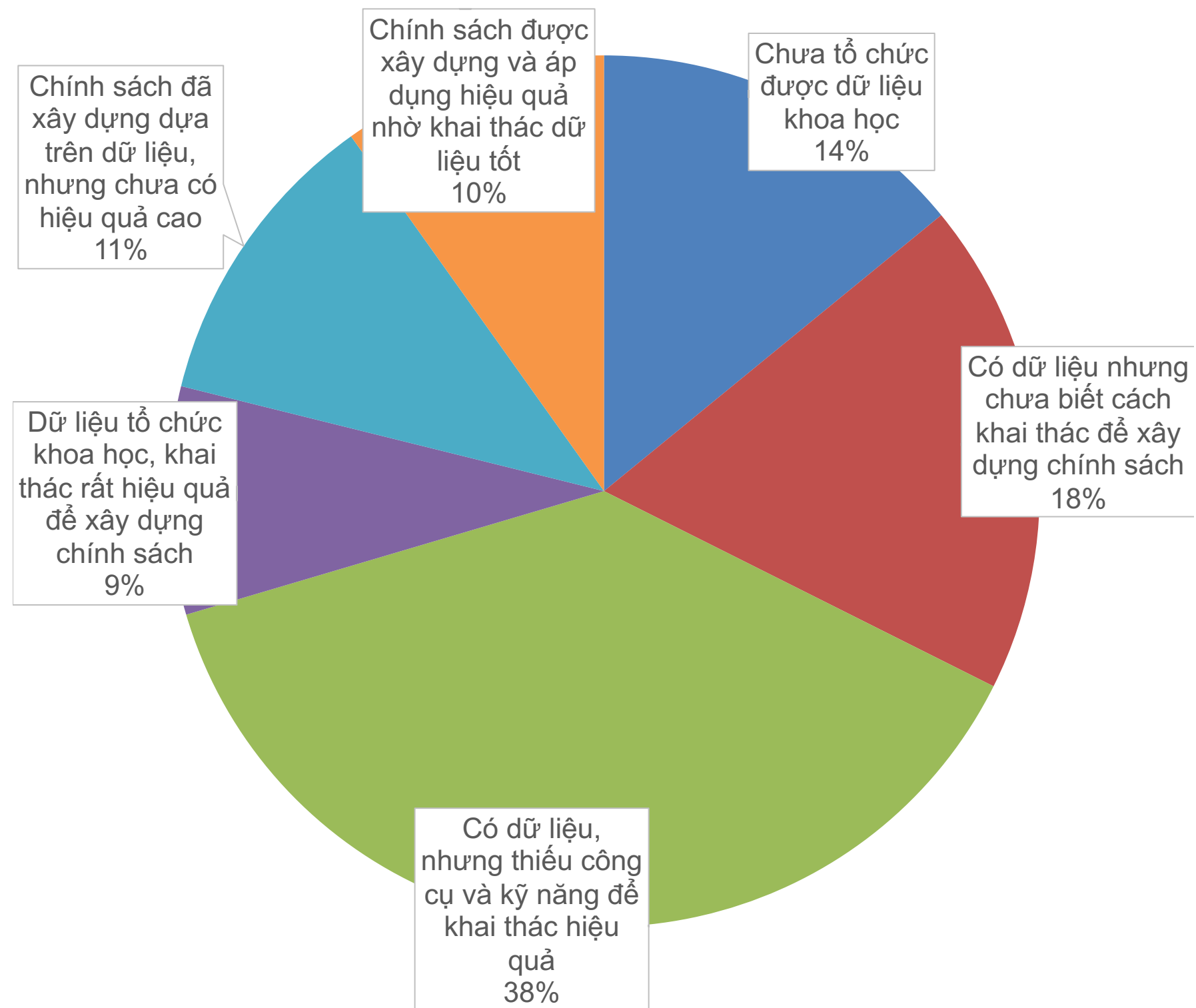


Các yếu tố ảnh hưởng hiệu quả TR (n=62)

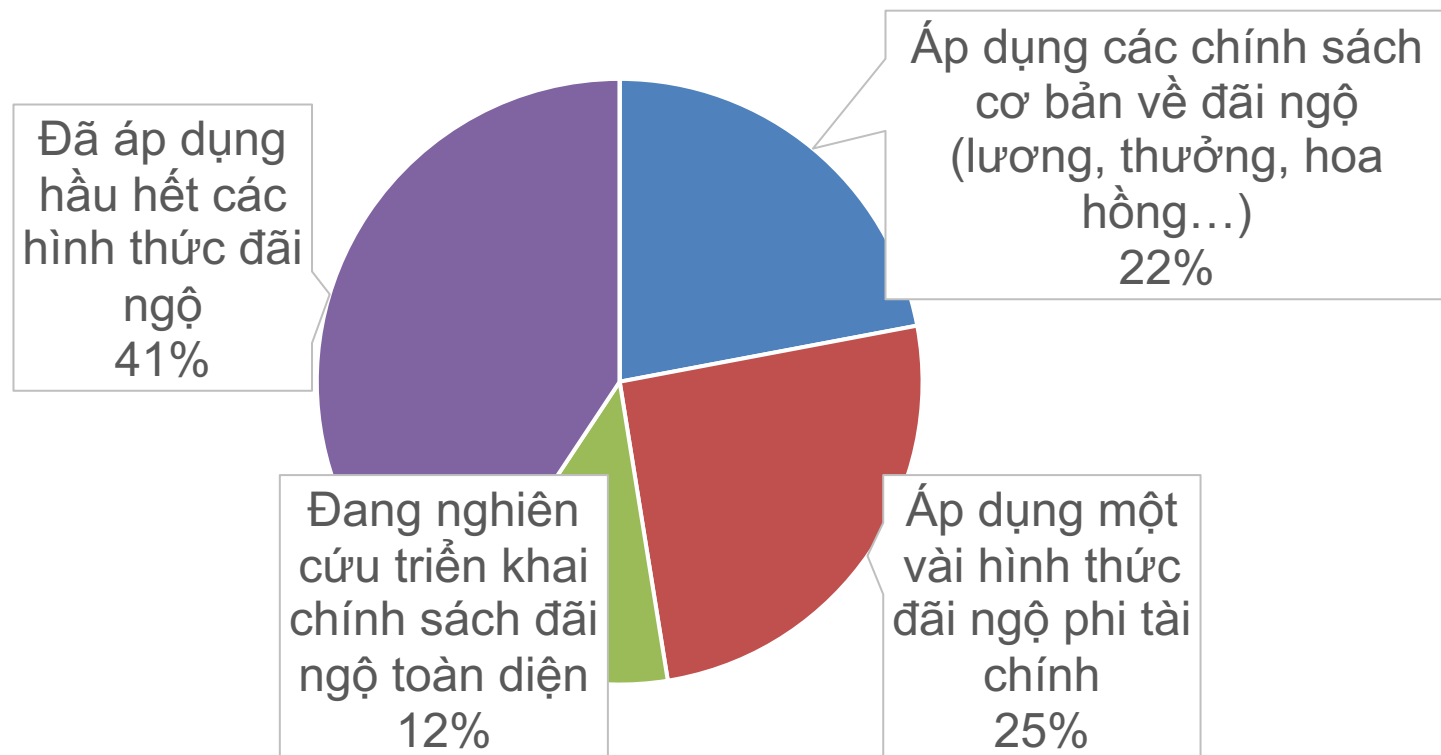
Khả năng tài chính của doanh nghiệp hiện tại trong việc đáp ứng các yêu cầu triển khai TR toàn diện



Đánh giá hệ thống công nghệ và dữ liệu nhân sự (HRIS) của doanh nghiệp hiện tại để hỗ trợ TR

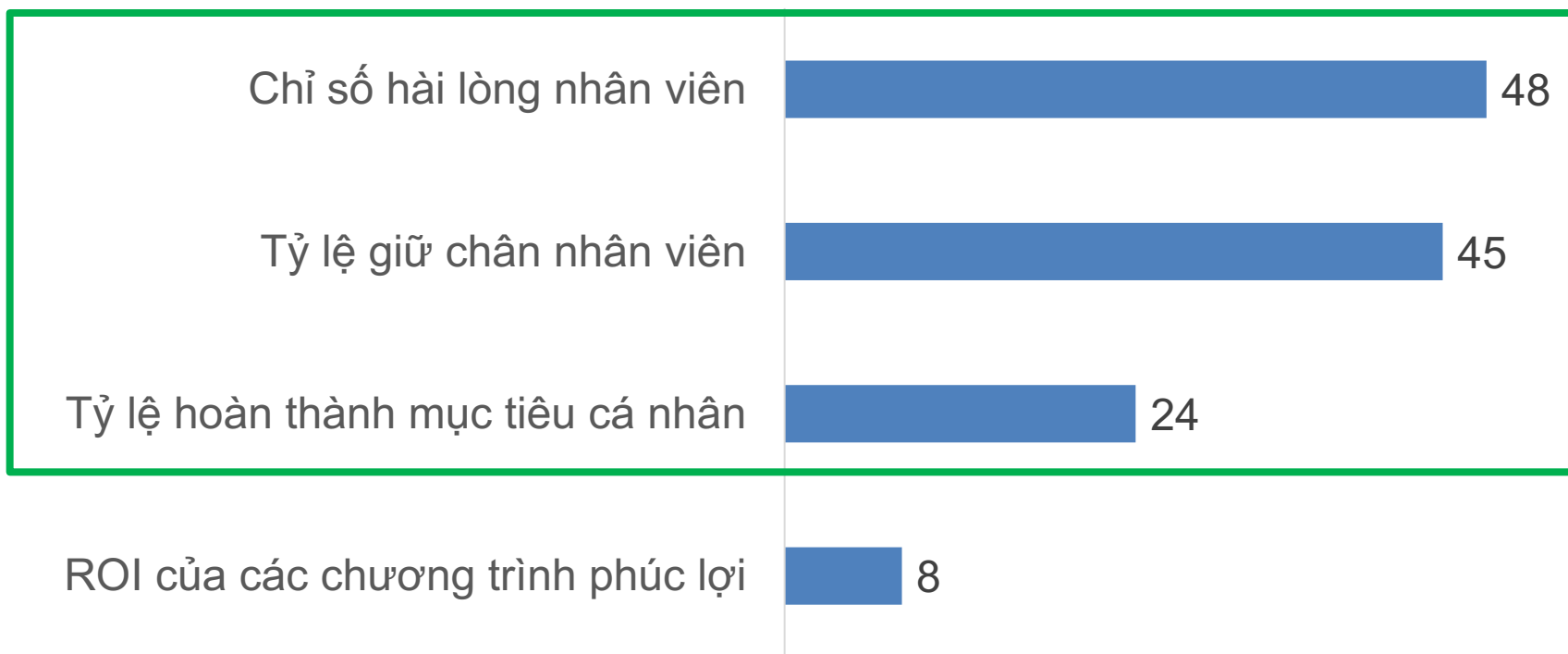


Trạng thái của DN/TC trong quá trình áp dụng TR

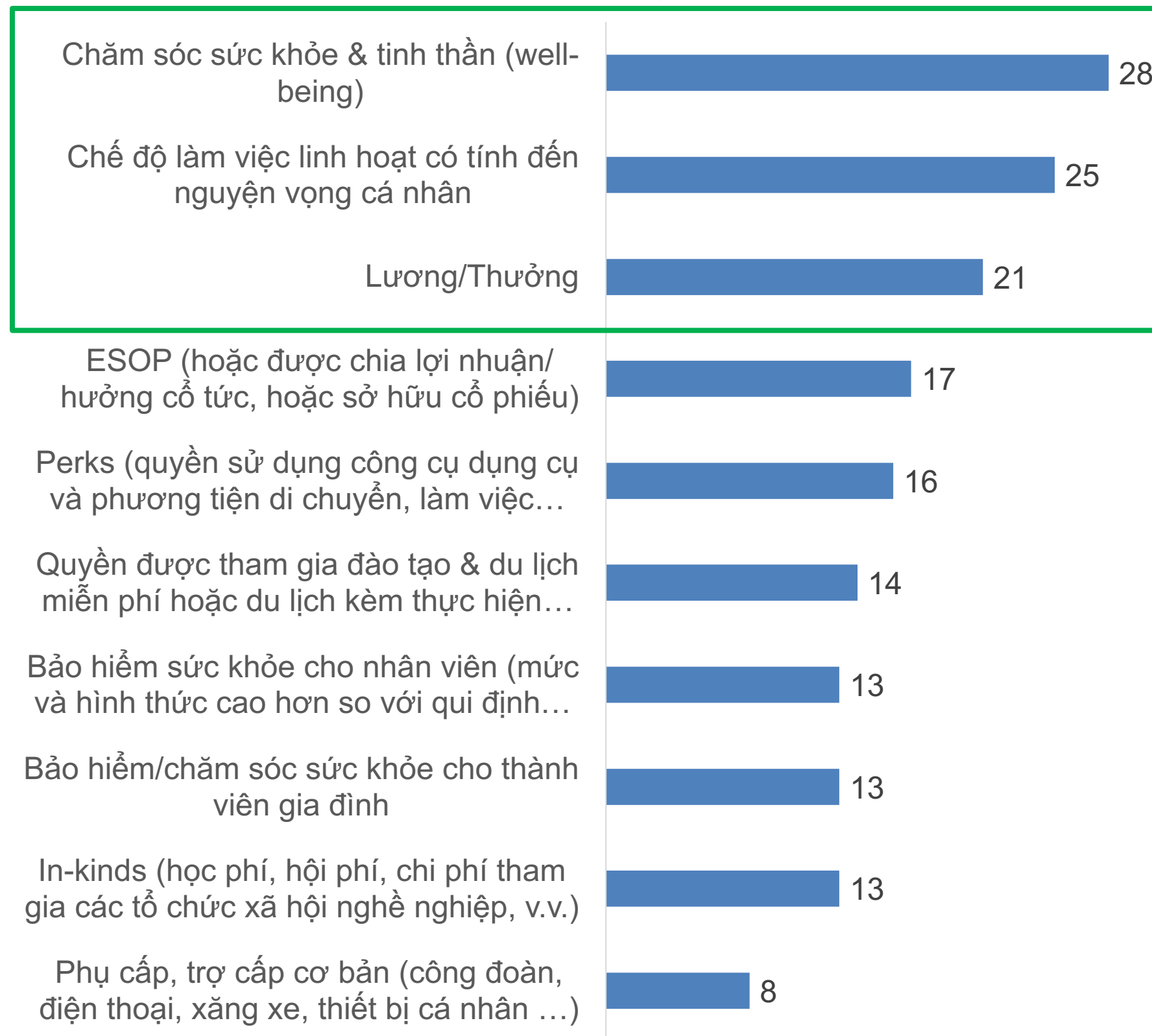


Chỉ số đánh giá hiệu quả TR, tác động của TR tới chiến lược (n=62)

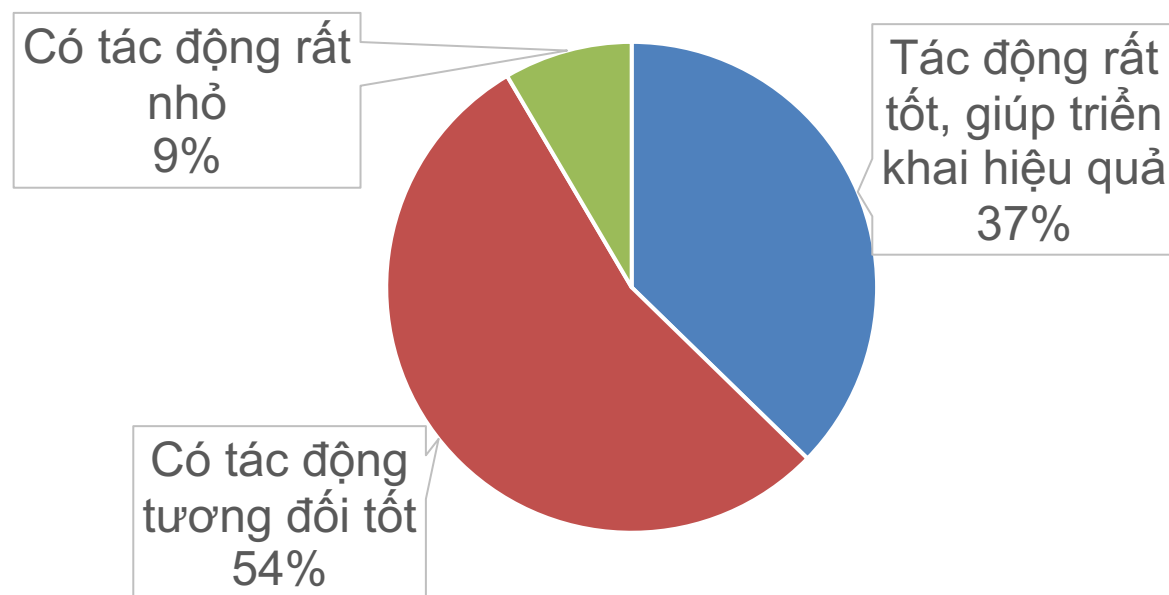
Chỉ số đánh giá hiệu quả của TR



Điểm cần cải thiện trong chính sách TR



Nhận định về tác động của TR tới hiệu quả triển khai chiến lược giữ và phát triển nhân lực thuộc nhóm năng lực cốt lõi tại DN/TC

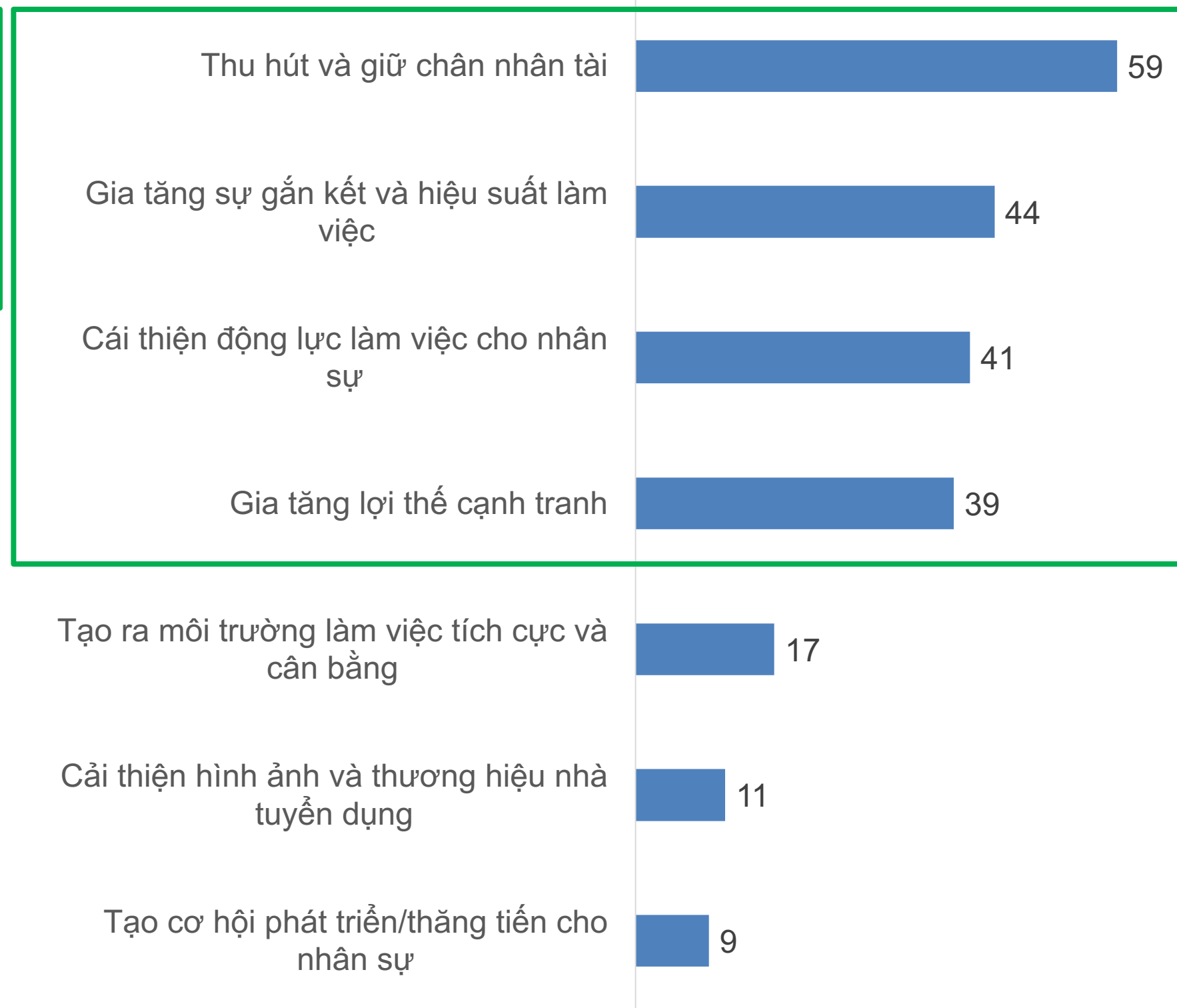


Thách thức và lợi ích của TR (n=62)

Thách thức khi triển khai TR



Lợi ích khi triển khai TR



The Top 10 People Risks for HR and Risk Managers – disparity in wages ranks number 3!

Risks ranked by RRS

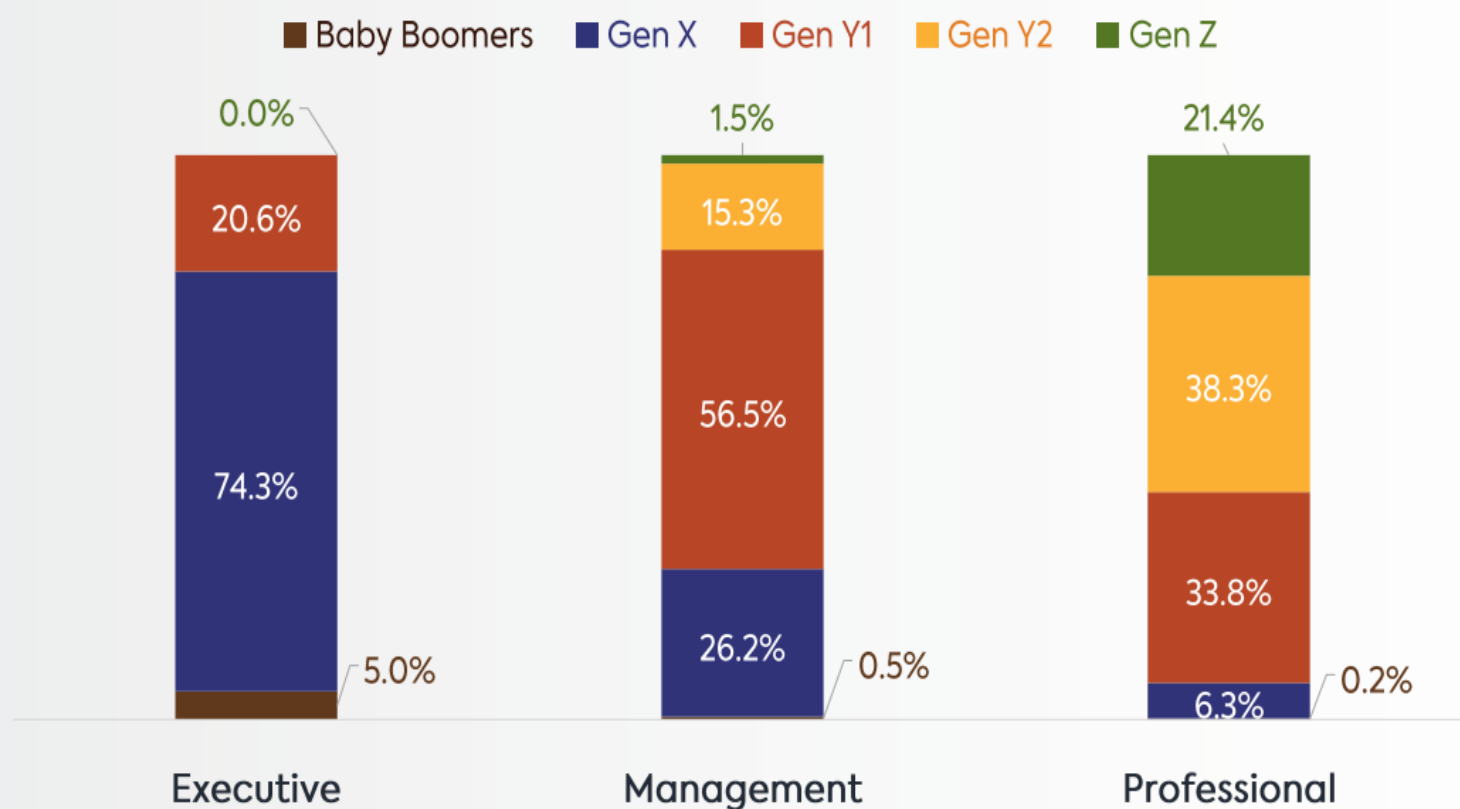
	Total	HR	RM
1	Increasing health and benefit costs	Increasing health and benefit costs	Increasing health and benefit costs
2	Labor shortages	Labor shortages	Lack of cybersecurity knowledge
3	Disparities in executive/worker rewards	Disengaged workforce	Tech skills shortages
4	Tech skills shortages	Disparities in executive/worker rewards	Disparities in executive/worker rewards
5	Changing legislation and scrutiny	Mental health deterioration	Changing legislation and scrutiny
6	Uncompetitive talent strategies	Tech skills shortages	Pandemics
7	Ineffective leadership	Uncompetitive talent strategies	Labor shortages
8	Mental health deterioration	Ineffective leadership	Uncompetitive talent strategies
9	Lack of cybersecurity knowledge	Changing legislation and scrutiny	Suboptimal HR technology
10	Disengaged workforce	Mishandling of data/IP	Ineffective leadership

Risk pillar

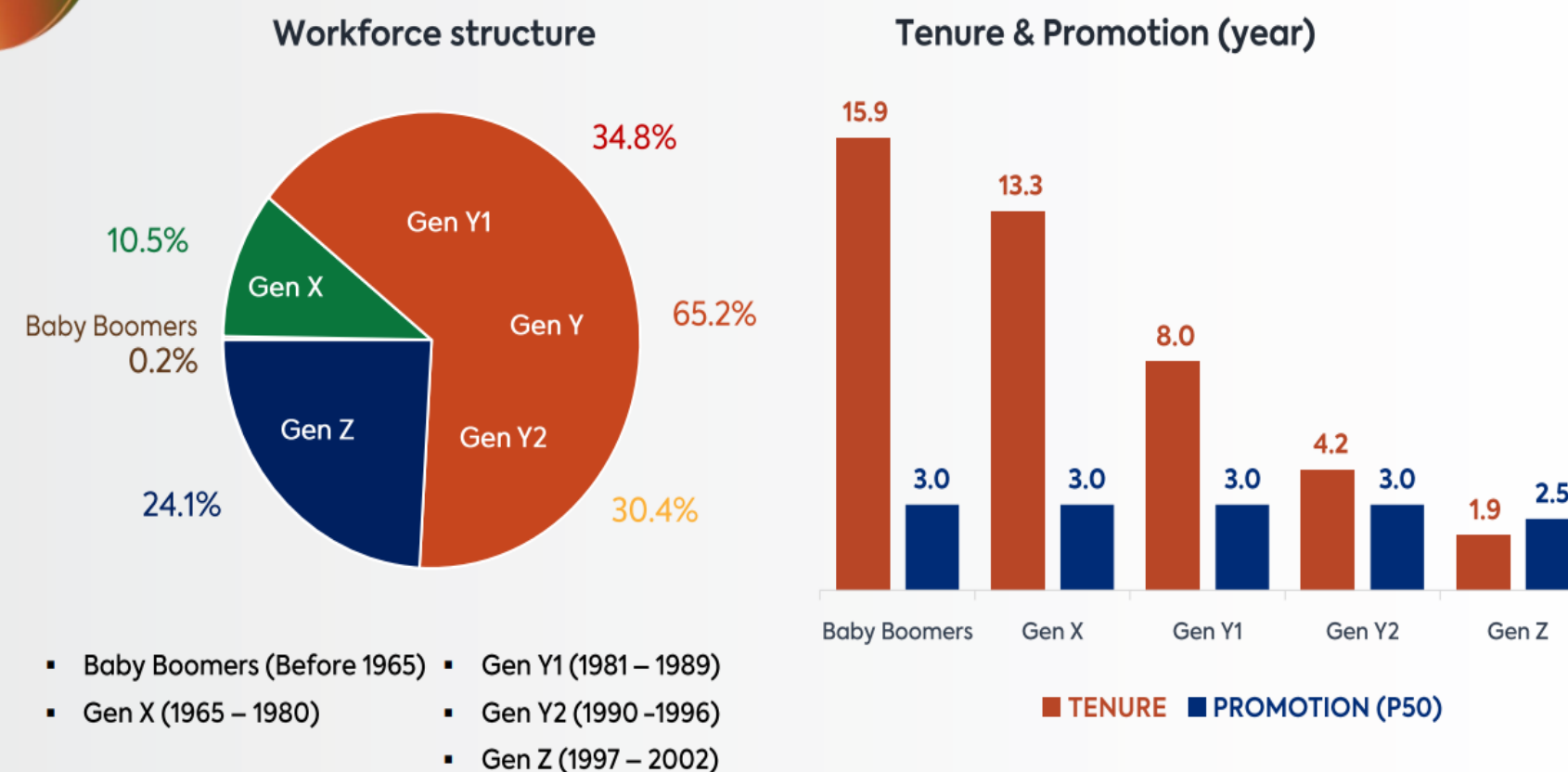
- Technological change and disruption
- Talent, leadership and workforce practices
- Health, well-being and safety
- Governance, compliance and financial
- Environment, sustainability and protection

Risk Rating Score (RRS) is a numeric score that captures the likelihood of the risk impacting the organization in the next one to two years and severity of its impact on the business if the risk were to occur.

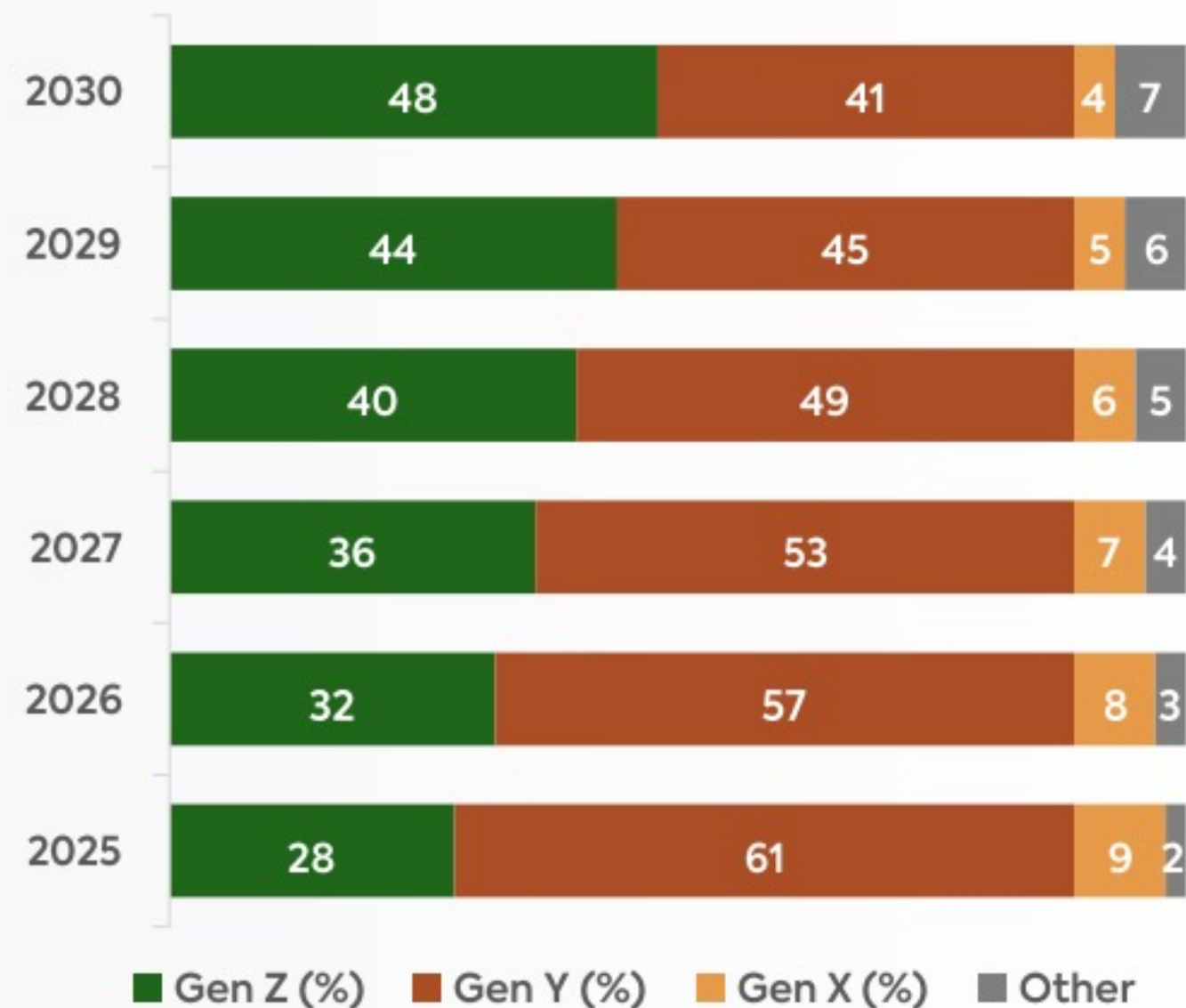
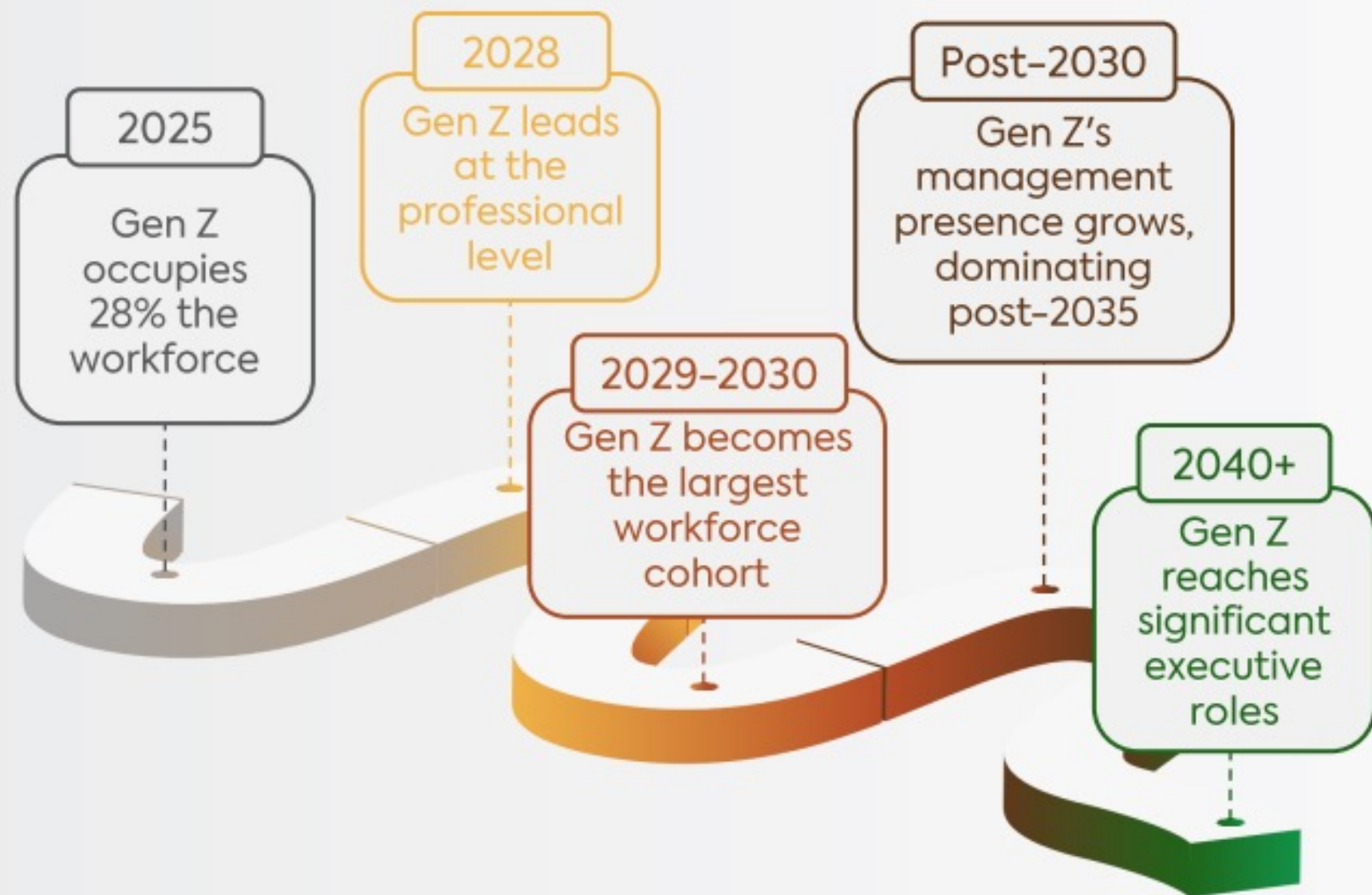
GENERATION DISTRIBUTION BY CAREER LEVELS



WORKFORCE STRUCTURE AND TENURE

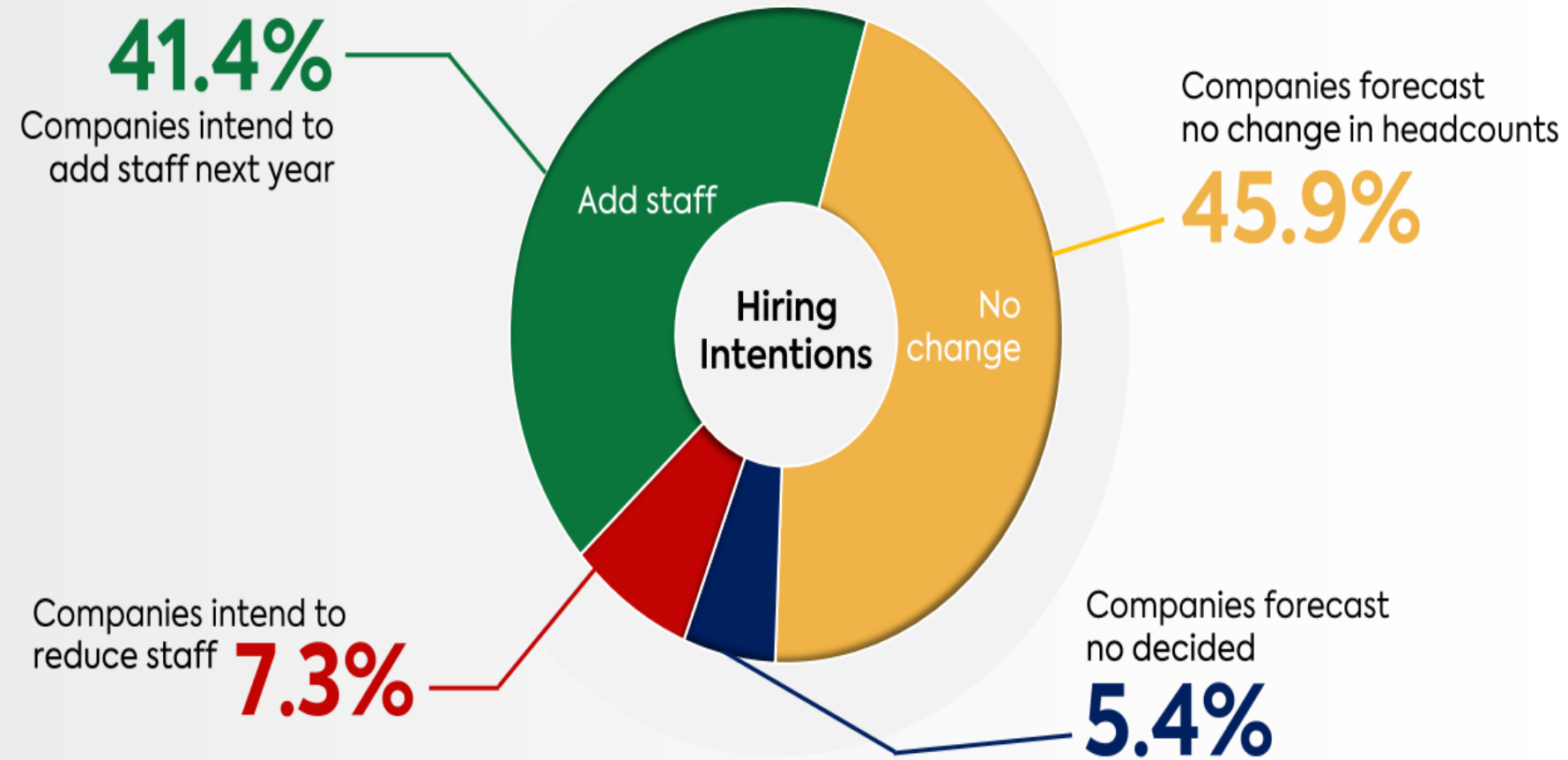


WHEN GEN Z WILL DOMINATE OUR WORKFORCE

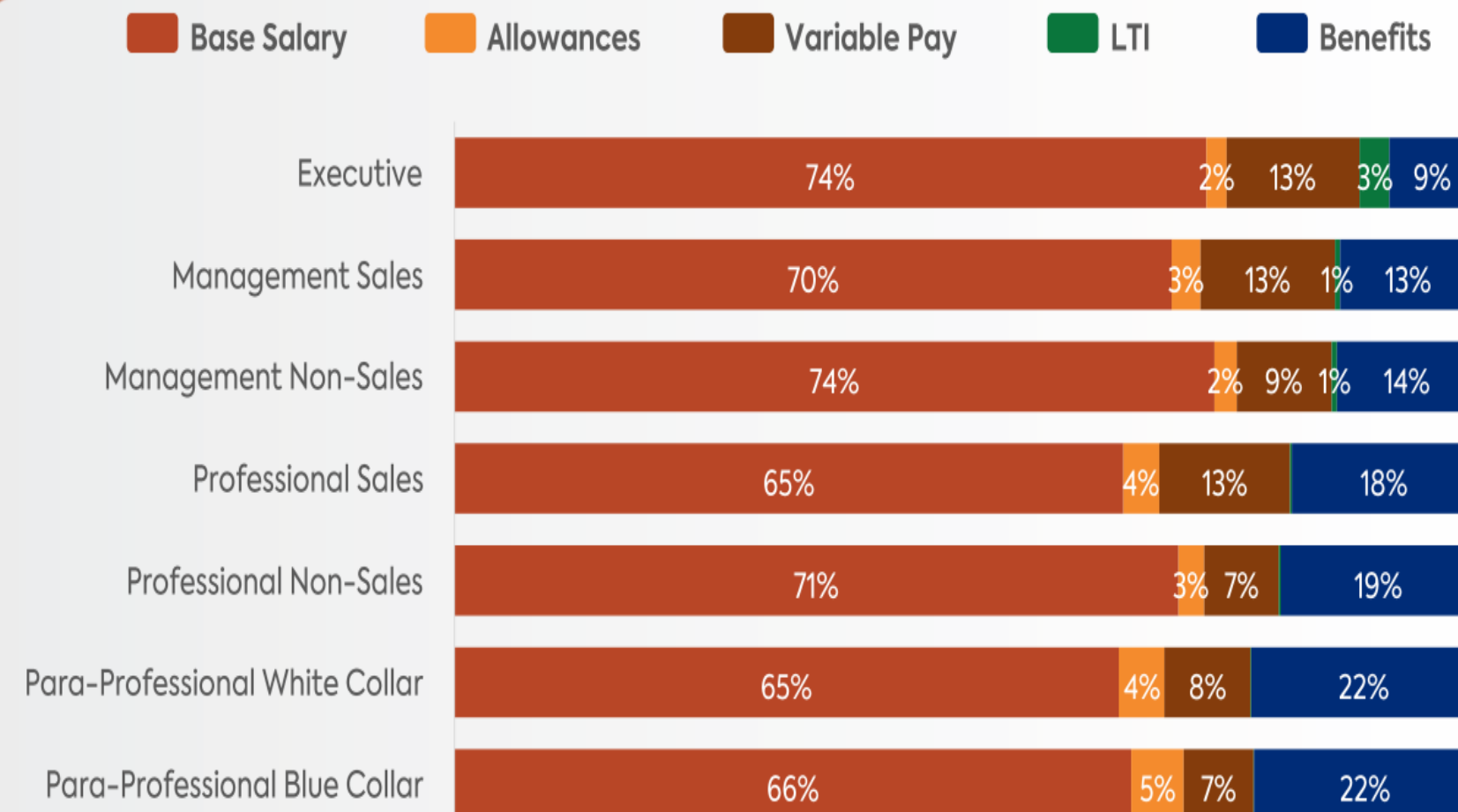


➔ Gen Z is expected to be the largest workforce cohort by 2030, surpassing Gen Y

HIRING INTENTIONS FOR 2024



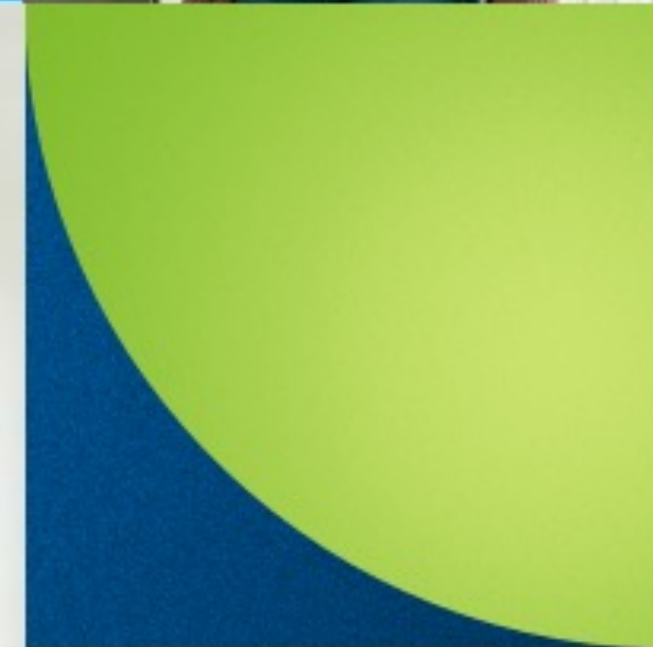
ACTUAL



PHẦN 2

TỪ MÔ HÌNH TỔNG QUÁT ĐẾN MÔ HÌNH BIDV METLIFE

CHĂM SÓC NHÂN VIÊN TOÀN DIỆN
TẠI
BIDV METLIFE
(Integrated Employee Care Framework)



Nhân viên hài lòng với mọi yếu tố trong trải nghiệm của nhân viên sẽ hạnh phúc hơn và cảm thấy thành công hơn, được đánh giá cao và có cảm giác gắn bó, thân thuộc hơn với Công ty.

Luôn bên bạn cùng

Cam kết Tương lai bền vững

Với các bên liên quan



Total Rewards Model

EXTERNAL INFLUENCES

- Economy
- Society
- Labor Market
- AI & Tech
- Compliance

PEOPLE VALUE PROPOSITION



INTERNAL INFLUENCES

- Organizational Strategy
- Business Lifecycle
- People Strategy
- Culture
- Leadership



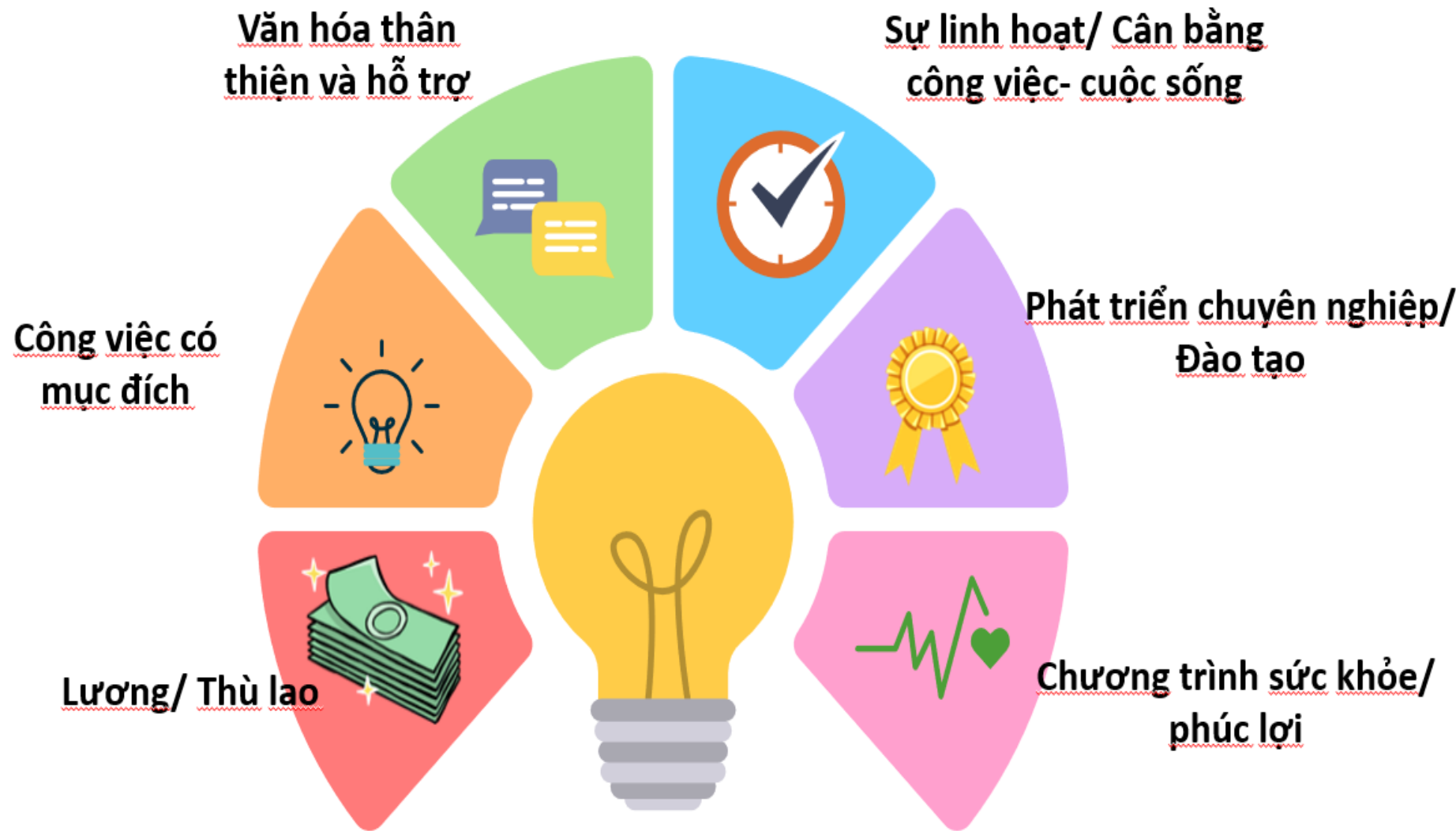
OPTIMAL ORGANIZATION PERFORMANCE

- Expanded Capabilities
- Human Capital Value
- Sustainable Success

ELEVATED WORKFORCE EXPERIENCES

- Committed Workforce
- Inspired People
- Rewarding Work

APPROACH FOR FORMING EMPLOYEE CARE ACTIVITIES/
PHƯƠNG PHÁP TIẾP CẬN ĐỂ XÂY DỰNG CÁC HOẠT ĐỘNG CHĂM SÓC NHÂN VIÊN TOÀN DIỆN



Cung cấp dịch vụ chăm sóc xuyên suốt trải nghiệm của nhân viên

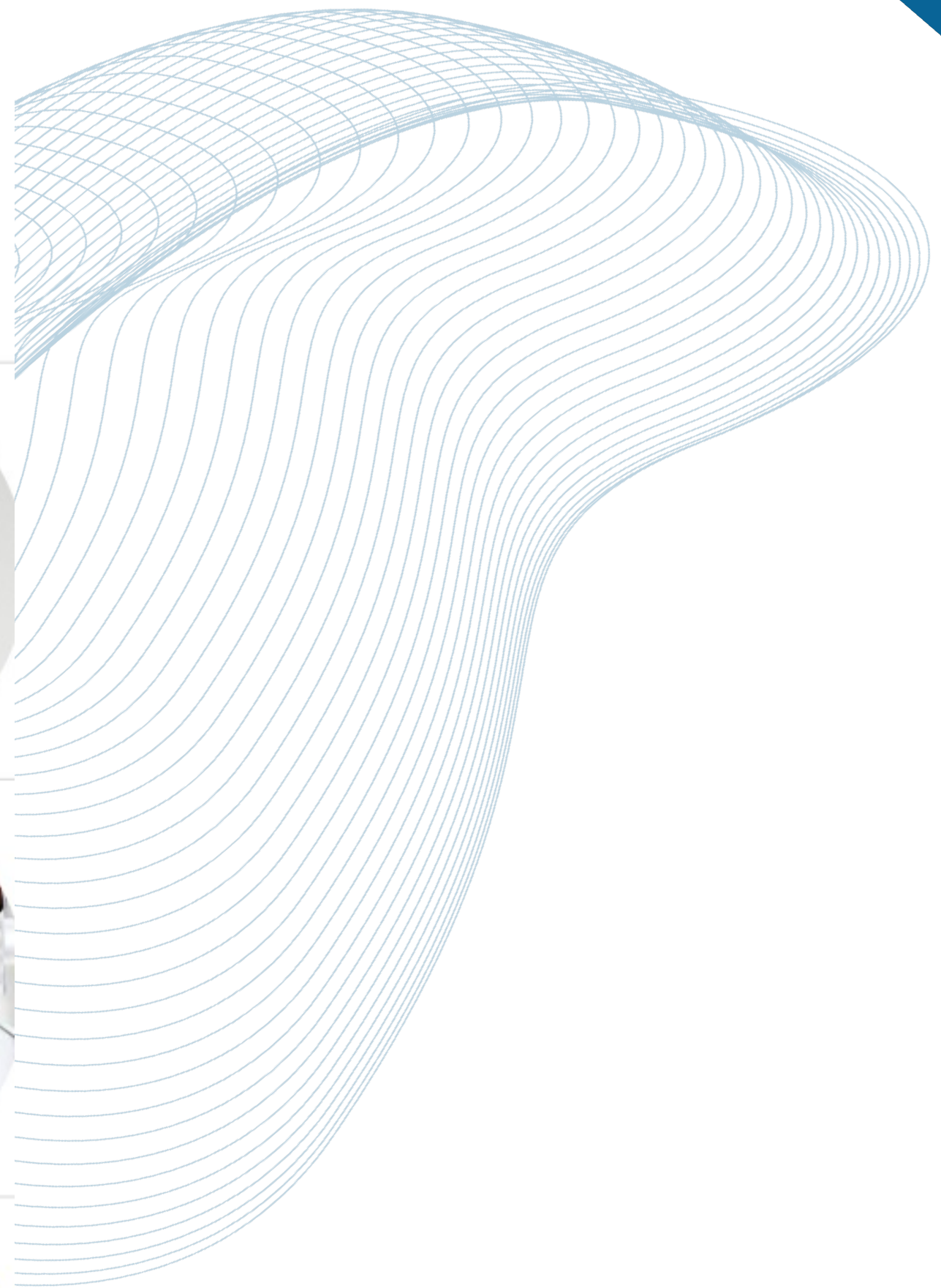


Nâng cao trải nghiệm của nhân viên đến việc **chăm sóc nhân viên** bằng cách nuôi dưỡng một môi trường thúc đẩy sự phát triển **chuyên nghiệp**, **làm việc có mục đích** và **văn hóa hỗ trợ**.

Nhân viên hài lòng với mọi yếu tố trong trải nghiệm của nhân viên sẽ hạnh phúc hơn và cảm thấy thành công hơn, được đánh giá cao và có cảm giác gắn bó, thân thuộc hơn với Công ty.

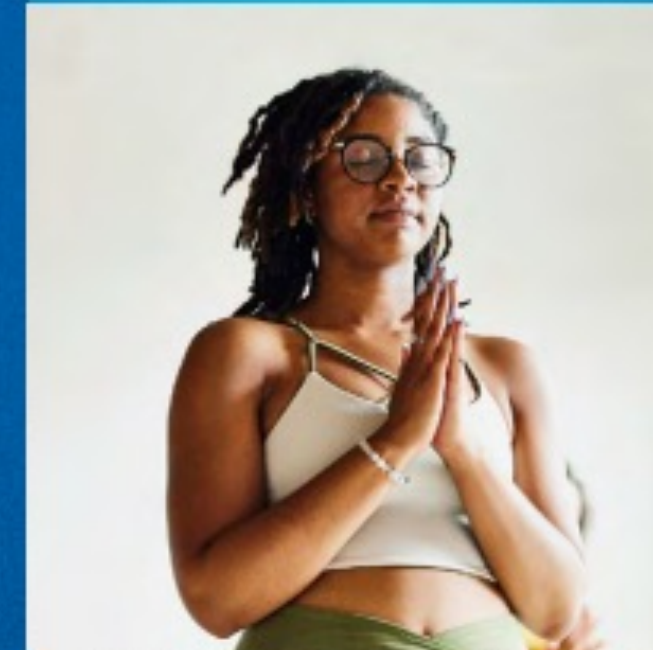
Maximizing Employee Care:

Opportunities for Enhancing
Care Delivery Across the
Employee Experience



The MetLife Care Model

For employers that demonstrate employee care, increased holistic health and improved talent outcomes are within reach



Nhân viên hài lòng với mọi yếu tố trong trải nghiệm của nhân viên sẽ hạnh phúc hơn và cảm thấy thành công hơn, được đánh giá cao và có cảm giác gắn bó, thân thuộc hơn với Công ty.



1

Tầm quan trọng của sức khỏe toàn diện trong thời kỳ không ổn định

Giai đoạn hạnh phúc hiện tại của nhân viên cũng như mức độ hài lòng và lòng trung thành thấp cho thấy người sử dụng lao động phải áp dụng các phương pháp mới để tối ưu hóa trải nghiệm của nhân viên

2

Cách thức Chăm sóc nhân viên

Chăm sóc nhân viên đã nổi lên như một khái niệm mạnh mẽ cho các tổ chức đang tìm cách cải thiện sức khỏe toàn diện và các kết quả quản lý nhân tài quan trọng

3

Cung cấp dịch vụ chăm sóc thông qua trải nghiệm NV toàn diện

Người sử dụng lao động có thể thể hiện sự quan tâm một cách đích thực thông qua các hành động và sáng kiến có mục tiêu phù hợp với các yếu tố liên quan đến trải nghiệm của nhân viên

1

Tầm quan trọng của sức khỏe toàn diện trong thời kỳ không ổn định

The Importance of Holistic Well-Being in a Turbulent Time

KEY TAKEAWAYS

The long-term trend toward lower job satisfaction, particularly among younger workers, is a worrying sign for the many employers still struggling to fill open positions and for employees looking to succeed in roles they find fulfilling.

Employees' holistic health has fallen, largely due to financial stresses and declines in mental health, another serious concern given the correlations to key talent management outcomes.

After experiencing the Great Resignation and the Great Reshuffle, and then the emergence of digital nomads, quiet quitting and "act your wage," executives should continue to expect the unexpected and devise new strategies to meet their workforce goals.



Job satisfaction is up slightly this year, but is down significantly since 2016.





67%

of employees are concerned about losing the value of their savings due to inflation or other market forces.



Top causes of poor mental health among employees:

of employees

Financial concerns	45%
Stress from reasons outside work	36%
Balancing home and work life	33%
Stress from the state of the economy	32%



TOP CHALLENGES FACED BY EMPLOYERS

of employers

Retaining talent	57%
Economic uncertainty	57%
Attracting talent	56%
Employees' overall well-being	55%
Employee stress	55%





Who is happy at work

BOOMERS



67%

MILLENNIALS



66%

GENERATION X

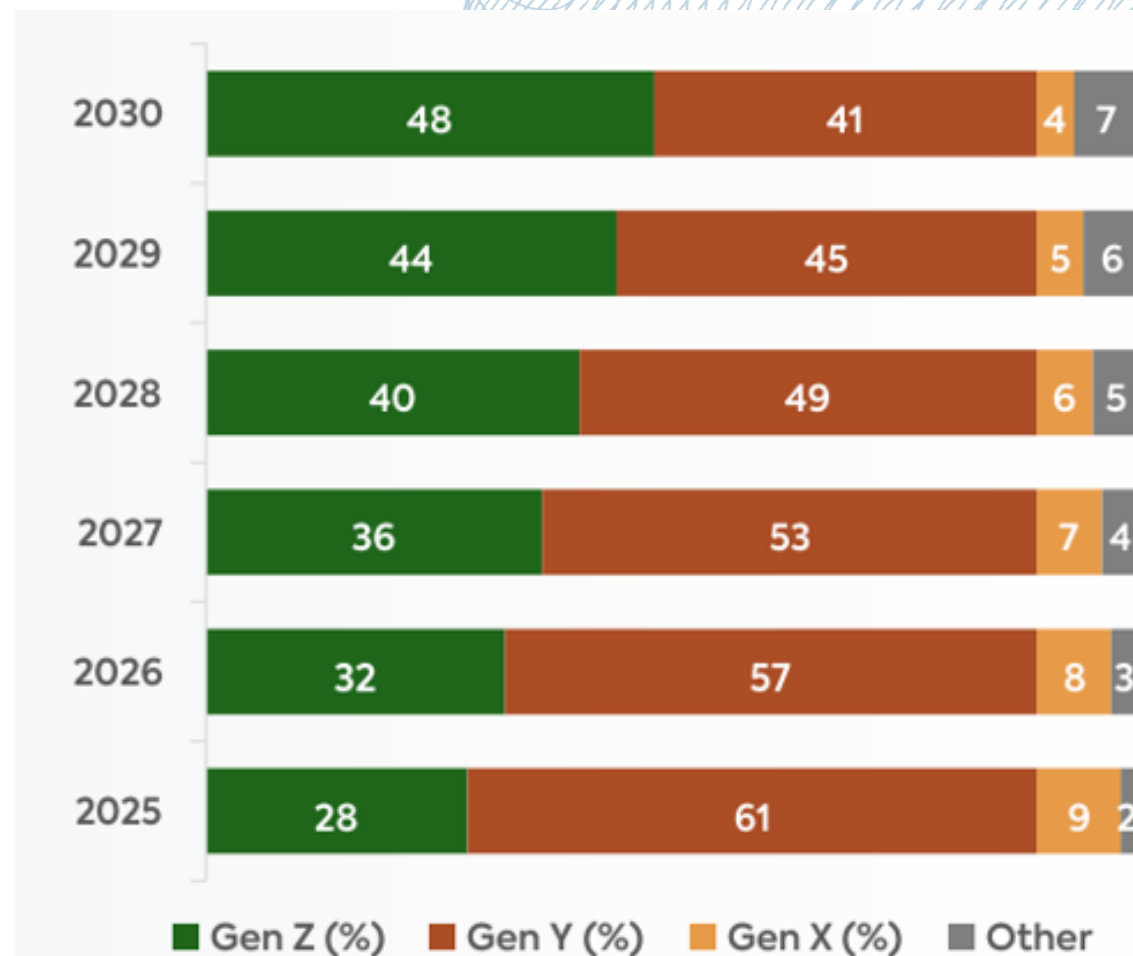


65%

GEN Z



62%



The MetLife Employee Care Model

For employers that demonstrate employee care, increased holistic health and improved talent outcomes are within reach.

Employers want a successful workplace

- ✓ Higher loyalty
- ✓ More productive
- ✓ Increased engagement
- ✓ Higher job satisfaction



Employees want a successful work-life

- ✓ Success in their work
- ✓ A sense of belonging
- ✓ Feel valued/appreciated
- ✓ Happiness

Employees feel holistically healthier

Employers demonstrate employee care

- Pay/Compensation
(Foundational)
- Purposeful Work
- Social and Supportive Culture
- Flexibility/Work-Life Balance
- Professional Growth/Training
- Wellness Programs/Benefits

2

Dimensionalizing Employee Care

Cách thức Chăm sóc nhân viên

KEY TAKEAWAYS

Employee care matters to **both employers and workers.**

Organizations must address both **extrinsic and intrinsic needs** in developing robust employee care models.

Demonstrating care and boosting holistic health requires employers to **model care across all aspects of the employee experience**, plus compensation.



Employee care matters now because it's important to both employers and employees.





The larger the care delivery gap, the greater the risk that employees will feel less cared for and, therefore, less satisfied, loyal and valued.

The smaller the care delivery gap, the more likely it is that employers are delivering care effectively for that moment.

High care gap	20% or higher
Moderate care gap	8% - 19%
Low care gap	Less than 8%

Care gaps are generally larger for most high-incidence moments. But they are most pronounced for negative moments, when employees may face greater stress and difficulties.



Challenging moments with high care delivery gaps:



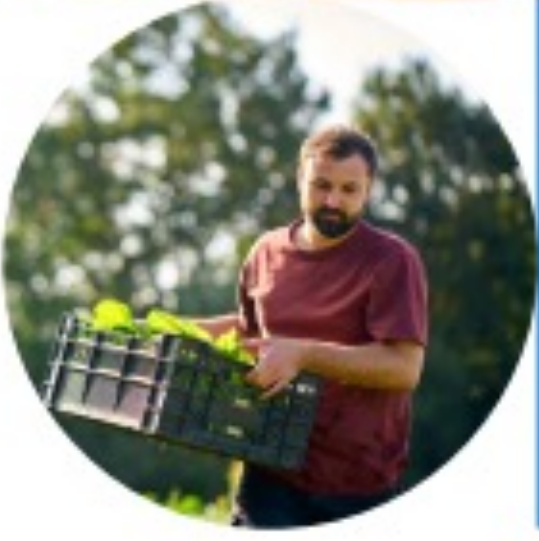
At work:

	Care delivery gap
Burnout	29%
Lack of appreciation or recognition	25%
Missed promotion that was expected/wanted	24%
Harassment or bullying	23%
Heavy workload	20%



In workers' personal lives:

	Care delivery gap
Significant unplanned financial stress	38%
Ongoing mental health condition	30%
Child struggling at school	25%
Relationship challenges	22%
Loss of a family member/friend	22%





Spotlight on psychological safety

A psychologically safe environment can increase the effectiveness of care strategies by encouraging benefits usage. Employees are more likely to access the resources that are available to them if they know it is okay to ask for support when they need it.

Our research confirms how important psychological safety is to employees, but also that employers have work to do in making all of their employees feel safe in expressing their particular needs and feel comfortable in being themselves at work. Clear policies and regular expressions of organizational value can also provide stability for employees in a time of societal uncertainty and tensions.

95% of employees expect employers to provide a psychologically safe work environment

61% employees say it is a "must have" in employers' demonstration of care

Employees on psychological safety:

“ My concern with bringing my whole self into the workplace is this notion of providing my employer with more information on my personal life that they might take advantage.

WHEN EMPLOYEES FEEL PSYCHOLOGICALLY SAFE AT WORK, THEY ARE:

- 3x more likely to feel holistically healthy
- 2.9x more likely to feel productive, loyal and engaged
- 2.9x more likely to feel cared for
- 2.1x more likely to feel financially healthy
- 1.9x more likely to feel mentally healthy
- 1.4x more likely to be willing to share personal data with their employer for a better benefits experience

THE MOST COMMON MOMENTS WHEN EMPLOYEES FEEL EMPLOYERS DID A POOR JOB DEMONSTRATING CARE AND PUT THEIR PSYCHOLOGICAL SAFETY AT RISK:

- Experienced burnout
- Experienced harassment or bullying
- Felt a lack of appreciation or recognition for their work
- Dealt with a heavy workload
- Experienced significant unplanned financial stress



Employees have different expectations for care for different experiences. For some, employees consistently expect higher levels of care and support than their employers currently demonstrate.

Many employers have invested in benefits, programs and resources that help meet employee expectations for care at key moments, including those that are easily recognizable by employers, can be planned for and are generally perceived as positive. For instance, career development and organizational culture are the elements of the employee experience where employees are most likely to say that they feel cared for. Retirement plans also demonstrate care for a recognizable experience.

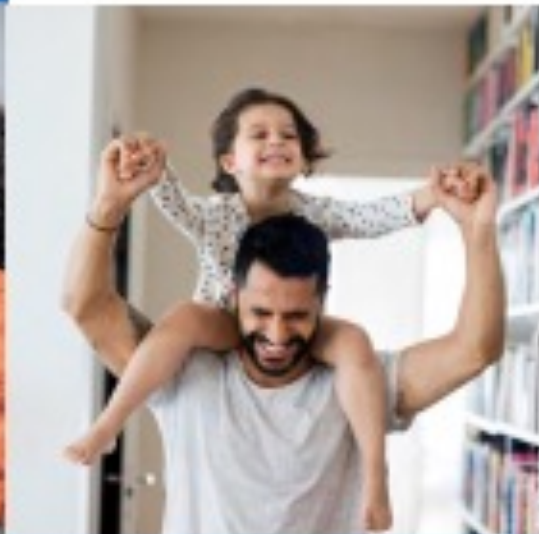
Our research demonstrates how organizations that find ways to support employees in less visible, unplanned and difficult experiences will be better positioned to support the holistic well-being of their employees. For instance, unexpected financial stress and the onset of a mental health condition are high-impact experiences where employees need support on an ongoing or continuous basis. In these situations, making appropriate benefits available can demonstrate care even when workers are not inclined to disclose these experiences.

Employees have different expectations for care for different experiences. For some, employees consistently expect higher levels of care and support than their employers currently demonstrate. Those experiences include caregiving to adults (e.g., elderly relatives), bereavement and mental health conditions, and often require ongoing care and continuous support. Women and manual laborers are particularly dissatisfied with employers' responses to care during such important experiences.



Life experiences in which employees are shown significantly less empathy than they expect:

	of employees
Ongoing mental health condition	46%
Caregiving responsibilities for adult family member	43%
Legal trouble	40%
Loss of family member / friend	37%
Challenges with commuting to work	35%
Ongoing medical treatment for chronic condition	35%
Receiving fertility treatment	34%



3

Cung cấp dịch vụ chăm sóc thông qua trải nghiệm nhân viên toàn diện

Delivering Care Through an Integrated Employee Experience

A well-designed, inclusive and compelling work experience is how employers can most powerfully and persuasively demonstrate employee care and, thus, boost holistic health for workers and enhance their talent management outcomes. The most effective approaches will go beyond baseline compensation concerns to address all five elements of the employee experience. And they will be guided and energized by strong organizational commitments to diversity, equity and inclusion (DEI).

KEY TAKEAWAYS

By demonstrating care across all five elements of the employee experience, plus compensation, employers can have the greatest impact on satisfaction, loyalty, productivity, and other people outcomes.

DEI are essential to effective employee care strategies and to catalyzing feelings of care across the organization – indeed, care and DEI are synonymous.

An uncertain macroeconomic outlook may cause some employers to cut back on employee benefits, wellness offerings and training programs, which is a **potentially dangerous move** if the economic downturn fails to loosen the labor market.



Organizations have many options to bring employee care to life across the employee experience.



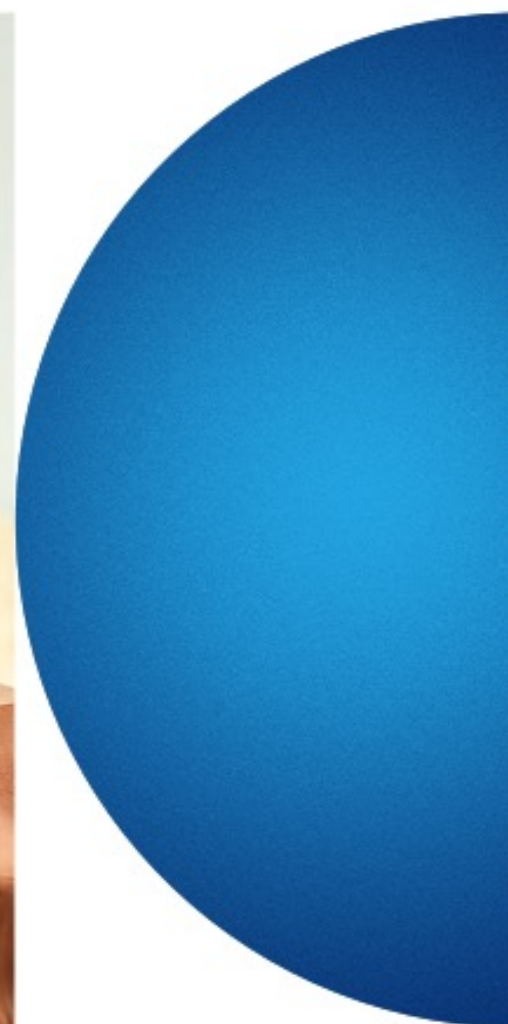
Conclusion

While overall employee talent outcomes and satisfaction with benefits have improved in the last year, employee expectations for the employee experience and benefits continue to rise. Specifically, they are looking for more personalized options, increased decision-making support, and clearer communications regarding benefits selection.

As the macroeconomic environment continues to evolve and shape individual workplaces, employers can positively impact employee well-being and keep up with employee expectations by demonstrating care in key moments, particularly those with the greatest impacts on the overall experience.

Though employers and employees see the value of care, there are key moments within the employee journey at which employers are not delivering in line with worker expectations. In assessing how to bridge these gaps, employers will need to delineate strategies for different events, moments and points in the overall employee lifecycle – from those that occur regularly to more infrequent occasions and covering both workplace experiences and those that take place in employees' personal lives. They must also plan to make adjustments to other elements of the employee experience.

Employers should look to build on those moments where they are having success today, even as they determine how to better serve employees in moments and situations where their care delivery falls short today. As our research shows, this is the way forward to enhancing employee well-being and improving talent outcomes in the years ahead.



PHẦN 3

MÔ HÌNH TRIỂN KHAI VÀ CÁC HOẠT ĐỘNG

Employee Care and Experience



Wellness Program/ Benefits:

- Wellness workshop & health care talks
- Health clubs: Yoga, Zumba, Kick Boxing



Professional Growth:

Focus Skills, My Learning, My Path.
MyVoice



Flexibility/ Work life balance: Flexi working hour, WFH, higher PTO



Pay/ Compensation



Purposeful Work: BML Townhall, Happy Friday, HR talks with people managers.
MyVoice Purpose index: 82



Social & Supportive Culture:
- CSR activities
- Company fan page and Facebook

Focus

Simplify

Differentiate



Maturity level

Top 3 Jobs to be done

← Scope of Impact

← Scope of Action

PHYSICAL MENTAL EMOTIONAL ENVIRONMENTAL SPIRITUAL OCCUPATIONAL

ACTION PLAN/ KẾ HOẠCH HÀNH ĐỘNG





BODY

- 1. Stress management
- 2. Healthy lifestyle
- 3. Disease prevention

THỂ CHẤT

- 1. Quản lý stress
- 2. Lối sống lành mạnh
- 3. Ngăn ngừa bệnh tật

Health Club:

- Yoga (Daily except Friday)
- Zumba (x3/week), Kick boxing (Twice/week), Meditation (1/month)

Health Sharing; Healthy lifestyle: Postcard (monthly) (on Yammer & BML Facebook)

Healthy lifestyle Sharing: BML News (monthly)

Disease prevention:
Doctor talk - July

Disease prevention:
Doctor talk – adhoc (if any- occurred disease)

Healthy lifestyle: Morning walk in park (07:00 – 08:00 a Friday in November)

EMPLOYEE CARE

Advancing from employee experience to **employee care** by cultivating an environment that drives **professional growth, purposeful work, and a supportive culture.**

Top 3 Jobs to be done

← Scope of Impact

← Scope of Action

Personal

ACTION PLANNING

KNOW

DO

BE



Wellness/Tâm trí khỏe mạnh

Wellness – Q2

Wellness – Q3

Wellness – Q4

- MIND**
1. Career path & development
 2. Performance management
 3. Financial management

- HEART**
1. Psychological safety
 2. Positive emotions
 3. Work-Family integration

- TÂM TRÍ KHỎE MẠNH**
1. Lộ trình phát triển nghề nghiệp
 2. Quản lý hiệu quả làm việc
 3. Quản lý tài chính

- TÌNH CẢM**
1. Tin tưởng
 2. Cảm xúc tích cực
 3. Hợp nhất công việc & gia đình

EMPLOYEE CARE

Advancing from employee experience to **employee care** by cultivating an environment that drives **professional growth, purposeful work, and a supportive culture.**

Create Development plan by Employee and Manager (every 6 months)		
Career Conversation Sharing by Employee and Manager in person (Quarterly)		
Career Path's kick off	To promote Career Path's	Career Path's's recognition
	Career club: sharing on job/career (to get to know what is colleague does)- Aug.	Career club: Future People Leader - Oct
Skill Coach/Competency rating by staff and line manager(every 6 months)		
Be-well Week- (9-12 May) <i>-Meditation; Morning coffee; Litter pick up; Sleep well; Clean & Clear</i>		Women day (20/10) Men Day (11/11)
Children day: Creative contest (June)	Family day: Family Running competition (August)	Thanks day (24/12)
Women Circle/Club: Be professional appearance for women in office (Mid June)	Women Circle/Club: Nutritious product	Women Circle/Club: Emotional Intelligent (1st week of December)
Inter-Personal		

Top 3 Jobs to be done

← Scope of Impact

← Scope of Action

ACTION PLANNING

KNOW	DO	BE
-------------	-----------	-----------



Wellbeing/ An yên

Wellbeing – Q2

Wellbeing: Q 3

Wellbeing: Q 4

SPIRIT

- 1. Values alignment
- 2. Purpose alignment

Employee core value and Leaders core values: Monthly star- Success principles; Quarter star- Success principles (monthly),

Purpose: Townhall, Bulletins News, (monthly)

Recognition/Recognizing efforts: Recognition, Learning star (quarterly)

Giving positive conversation's corner via giving appreciation to colleagues (every 2 months)

TINH THẦN

- 1. Hệ giá trị/ Tuân theo giá trị cốt lõi
- 2. Mục đích



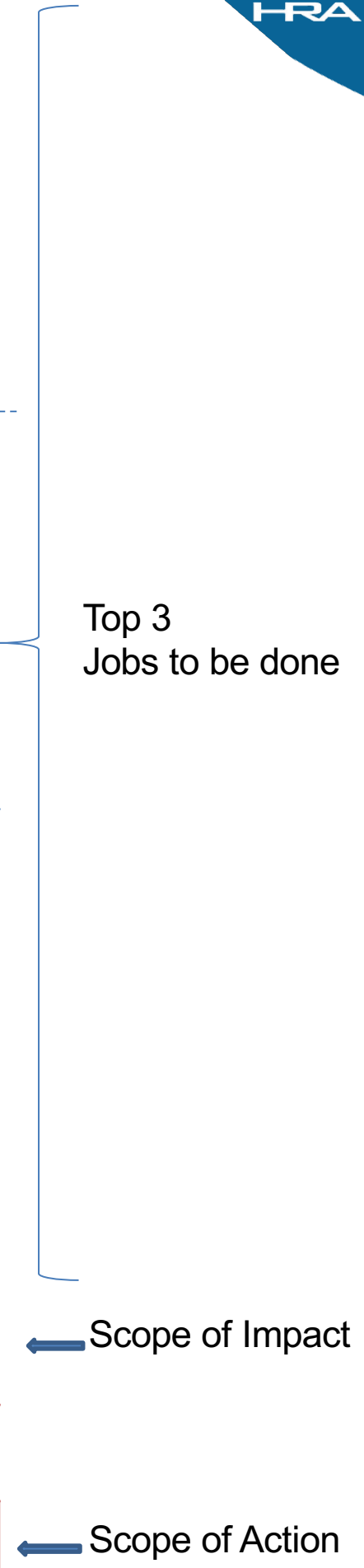
Advancing from employee experience to **employee care** by cultivating an environment that drives **professional growth, purposeful work, and a supportive culture.**

Organizational

ACTION PLANNING

KNOW DO BE

PHYSICAL MENTAL EMOTIONAL ENVIRONMENTAL SPIRITUAL OCCUPATIONAL



Q2

Q 3

Q 4

Strong MyVoice Pulse scores		Strong MyVoice scores
<p style="text-align: center;">Values alignment: Leadership Circle Sharing- Leadership expectation – Quarterly</p>		
	Salary scale review- Sep	Update employee benefit - Nov
	Mindfulness workshop via Team building - Sep	Mindfulness workshop via Team building - Sep
<p style="text-align: center;">• Listening to all voices</p>		

CORPORATE INFRASTRUCTURE
 1. Policies, practices, systems
 2. Leadership
 3. Corporate Culture

HOẠT ĐỘNG BỀN VỮNG
 1. Chính sách & hệ thống thực hiện
 2. Lãnh đạo làm gương và ủng hộ
 3. Văn hóa Doanh nghiệp

EMPLOYEE CARE

Advancing from employee experience to **employee care** by cultivating an environment that drives **professional growth, purposeful work, and a supportive culture.**

Top 3 Jobs to be done

← Scope of Impact

← Scope of Action

Organizational

ACTION PLANNING

KNOW

DO

BE

DETAILS INFORMATION/photos

Tuần Lễ Sức Khỏe

Hãy tham gia cùng chúng tôi trong các hoạt động chăm sóc sức khỏe vào ngày 8-12/5, 2023 (Tham gia trực tiếp tại Văn phòng Hà Nội và online ở các tỉnh khác)

• Chương trình:

<p>Thứ hai</p> <p>Sức khỏe tinh thần: Lớp học về Thiền 15:30 - 17:30</p>	<p>Thứ ba</p> <p>Kết nối và quan tâm: Cà phê sáng tại văn phòng 8:30 - 9:30</p>	<p>Thứ tư</p> <p>Chăm sóc cơ thể: Nhảy Chicken Dance: 15:00 - 15:15</p>
<p>Thứ năm</p> <p>Thói quen ngủ lành mạnh: Lắng nghe Podcast về giấc ngủ ngon trên BML Fun Together</p>	<p>Thứ sáu</p> <p>Các hoạt động vui nhộn: Dọn dẹp khu vực làm việc: 16:00 - 17:00</p>	<p>Lưu ý</p> <p>* Văn phòng Hà Nội sẽ chuyển sang địa điểm mới, * Đối với các văn phòng còn lại: vui lòng dọn dẹp sạch sẽ khu vực làm việc của mình</p>

THỂ CHẤT TINH THẦN CẢM XÚC MÔI TRƯỜNG TÂM HỒN SỰ NGHIỆP



BeWell Week

Join us in wellness activities
8 - 12 May, 2023
(Offline in Hanoi Office and online for others)

• Agenda:

<p>Monday</p> <p>Mental Health: Meditation 15:30 - 17:30 AM</p>	<p>Tuesday</p> <p>Connect & Care: Office Breakfast & Coffee 8:30 - 9:30</p>	<p>Wednesday</p> <p>Nurture your body: Chicken Dance Exercise 15:00 - 15:15</p>
<p>Thursday</p> <p>Healthy Sleeping Habit: Listen to a Podcast about good sleep on BML Fun Together</p>	<p>Friday</p> <p>Fun activities: Clean our Working Area 16:00 - 17:00</p>	<p>Reminder</p> <p>* Hanoi office is moving to the new building * As for other offices, please clean and organize your working desk before leaving</p>

PHYSICAL MENTAL EMOTIONAL ENVIRONMENTAL SPIRITUAL OCCUPATIONAL



Activity Ideas*

- Mindfulness workshop
- Stress management training
- Yoga class
- Workshop on finding joy, positive mindset, etc.
- Gratitude activities
- Art or music-related activity
- Financial wellness speaker
- Volunteering activity
- Party or other social gathering
- Lunch-and-Learn about healthy relationships or family dynamics
- Fitness class
- Group walk or run
- Workshop on a health topic
- Lunch-and-Learn about healthy sleep habits
- Share items for sleep: eye masks, soothing teas, ear plugs, etc.

Related Resources to promote if available

- Mindfulness tools or programs
- Financial well-being tools (to reduce stress related to personal finances)
- 1:1 mental health support like counselling or coaching (e.g., EAP)
- Local Inclusion networks and resources
- Caregiving resources including child care and elder care support
- Fitness apps or gym discounts
- Onsite fitness facilities or programs
- Health improvement programs
- Mindfulness apps or ongoing mindfulness groups
- Massage or spa discounts
- Sleep programs or resources

BeWell Week is also a good time to celebrate with onsite or virtual activities that are engaging for employees.

Wellbeing



ZUMBA



**YOGA
&
BILLIARD**



KICK BOXING



TABLE TENNIS



SOCCER

Wellbeing



Teambuilding



Family Day



New Year Party



Men's Day



Thanks Day



Vietnamese Women's Day



Mental Health Day

Wellbeing



Teambuilding



Family Day



New Year Party



Men's Day



Thanks Day



Vietnamese Women's Day



Mental Health Day

CSR



XÂY DỰNG Ý TƯỞNG

TỪ MÔ HÌNH TỔNG QUÁT - MÔ HÌNH BIDV METLIFE- MÔ HÌNH “ĐHT”

XÂY DỰNG KẾ HOẠCH HÀNH ĐỘNG



TAKE AWAY

TOGETHER

EMPLOYER mong muốn gì từ **EMPLOYEE**

EMPLOYEE mong muốn gì từ **EMPLOYER**

**PEOPLE ARE
INDEED OUR
GREATEST
ASSET?**

**HR IS ONE
OF ASSET
MANAGERS**

**SO, DOES HR PAY
CORRELATES
WITH COMPANY'S
REVENUE?**

HR Triển khai được điều gì ?



EMPLOYER mong muốn điều gì từ Employee

EMPLOYEE mong muốn điều gì từ Employer



HR TRIỂN KHAI ĐƯỢC ĐIỀU GÌ?



THANK YOU

FOR YOUR ATTENTION



Visit Our Social Media:

<https://hravn.net/>

<https://www.facebook.com/hiephoinhansu.hra>

<https://www.linkedin.com/company/hiep-hoi-nhan-su-hra/>