



**#DoWorkHappy**

# #DoWorkHappy JHB pilot launch

---

- What are we doing and why?
- Why participation is important
- How will it work?

#DoWorkHappy



# The essence

---

*Culture eats strategy for breakfast*

- Peter Drucker

#DoWorkHappy



# What are we doing and why?

---

We are looking for new ways to recognise the efforts of our individual team members and teams. We want foster a culture of gratitude and acknowledging effort.

- We want to support and form a company culture that enables growth and performance;
- We want to communicate and support constructive habits in our teams;
- We want our work culture to be attractive to clients and future employees, and
- We want to ensure that our employees enjoy being here & that we bring out the best in each other.

#DoWorkHappy



# What are we doing and why?

---

We are running a 3 month pilot on Workpoints to:

- Test the Workpoints system and see what it's about;
- We want to look at potentially rolling out a programme to the entire Group. This will be the test case for that decision.

#DoWorkHappy



# Why participation is important

---

- A system facilitates awareness and participation, but real change lies within individuals committing to the habits that drive what we want to achieve.
- Our daily habits make or break the team. You are fundamental to the culture of the organisation.

So the team and the pilot needs you!

#DoWorkHappy



# How will it work?

---

We will focus on three major themes:

- Recognition - Looking for success and excellence, and giving credit where it is due (in real time);
- Encouraging interaction, communication and participation;
- Sharing knowledge with the group.

These themes will translate into the following 7 activities..

#DoWorkHappy



# How will it work?

	Activity	Description
Peer	Thumbs up: Thank you	Thank you for your effort!! Thank those colleagues who make your life easier through their actions at work. The big and the small. To those who help out, mentor, share ideas, lift your spirits, and has a positive attitude. To those who are committed to constructive actions, discussions and adding value.
Peer	High Five: Good job	Well done!! Recognise team members for doing a good job. Look for success and congratulate people! Well done for being sincere and reliable, producing high quality work, and doing things with excellence. For working smarter and more efficient. For utilising our diverse skills to uncover and solve issues. For just doing a good job.
Peer	Fist bump: Team work	Recognise those who value and advocate team work. For building relationships in your team and across teams. For empower your team for confident decision-making through information, communication and collaboration. For building and enabling trust. For taking accountability for the success of the team and acting in the best interest of the group. For reshaping attitudes and including everyone. For valuing the input of your team members.
Peer	Who knew..	For being interesting, doing interesting things, and learning things about others. For reading books, being active, trying new things and sharing your stories so that we can learn from you as well.
Admin	Attending social	Two official roof-socials will be organised per month. You will be informed via Workpoints what the detail of the social will be.
Admin	Hosting a knowledge sharing session	You can receive points for up to 3 knowledge sharing sessions per month. 1) Everyone should receive an invitation, 2) at least 5 people need to attend. You will capture an attendance register and admin will upload. Speak to Estee if you are unsure.
Admin	Attending a knowledge sharing session	You can receive points for attending up to 3 knowledge sharing sessions per month.

# How will it work?

Activity	Points Value	Rand Value	Monthly per person
High Five: Thank you	50	R 5,00	3
Thumbs up: Great job	50	R 5,00	3
Fist bump: Team work	50	R 5,00	3
Attending social	150	R 15,00	2
Hosting a knowledge sharing session	1000	R 100,00	Max 3 per month
Attending a knowledge sharing session	150	R 15,00	Max 3 per month
Who knew..	0	R 0,00	As many as you wish.

Monthly team sessions will be held to see what's been happening, and again say well done to those on the leader board.

#DoWorkHappy



# How will it work?

---

At the end of the three month period we will review the entire programme:

- You will be given the opportunity to give your feedback on what worked and what didn't (expect another survey);
- A decision will be made if it will be rolled out to the company.

#DoWorkHappy



# Reward partners

The reward partners where points can be redeemed for vouchers



# Thank you!

---

Any questions?

#DoWorkHappy

