

## Sustaining a Holistic Approach

*RapidValue has introduced 'Rapid Serenity,' an initiative that provides counseling support to associates dealing with anxiety, stress, and uncertainty. RapidValue partnered with eYogi Wellness, a leading online counseling platform based out of Kerala, to provide mental wellness counseling services to its associates as part of the Mental Wellness initiative.*

### RAPID ROUNDUP

- RapidValue has entered into a corporate tie-up with eYogi Wellness to provide mental wellness counseling services. eYogi provides an online counseling platform.
- Sending posters at the organizational level twice a month to make associates aware of the initiatives so that they can avail of the services. They have policies, process guidelines along with a Q&A handbook for the circulation at the organizational level. Very well received.
- Engagement exclusively for women by Signora Comit - (an exclusive committee for women employees in RapidValue).

**Communication:** Ensured that periodic and timely communications are sent regarding all the decisions and steps taken. This includes email communication from the CEO's desk sharing corporate updates. Monthly town halls and Virtual Unite sessions every fortnight with leadership teams, and it's open for all the employees, wherein they can share any of their concerns.

**Mental Wellness Awareness:** Sending posters at the organizational level twice a month to make associates aware of the initiatives so that they can avail of the services. They have policies, process guidelines along with a Q&A handbook for the circulation at the organizational level. Very well received. Furthermore, introduced an initiative titled 'Bring Your Own Coffee' (BYOC) wherein the management team directly interacts with the associates. RapidValue Mental Wellness Initiatives

**Collaboration:** Virtual Session- The Art and Science of Mindfulness': Signora Comit - (an exclusive committee for women employees in RapidValue) organized a virtual session titled 'The Art and Science of Mindfulness' for its women associates as part of 'International Women's Day for Peace and Disarmament' on the 24th of May, 2020. The session was led by Yoga practitioner, Ligi Abraham, in association with CareerFit 360, a soft skills training institute in Kochi

**Virtual Workshop for the Leaders:** Conducted a virtual workshop for leaders for 4 hours, and the objective was to equip or motivate the associates of RapidValue in terms of Continuous Learning, Thriving for Organizational Culture, Team Engagement and Bonding. Conducted an online session for all the associates to motivate them during these

challenging times.

**Catalyst:** All our employees have a dedicated SPOC from the HR team, whom they can reach out to in case of any issues. A program called Catalyst, in which an HR team member conducts a one-to-one connect with employees to understand if everything is going fine.

**Technology:** RapidValue has entered into a corporate tie-up with eYogi Wellness to provide mental wellness counseling services.

