



Tips and Tricks For A Smooth Virtual Work Experience

For Aon, a leading global professional services firm that provides risk, retirement and health solutions, the change starts at home. Reflecting the Aon United spirit in trying times, the company is mobilizing its strength and forte in people management to tide over the perils of a new and undiscovered virtual workspace. Find out more on how

RAPID ROUNDUP

- Timeboxing
- Create physical and mental space to work productively
- For your wellbeing, its important to accept and consider other areas of your life as you plan your days

Revamped Programs: Programs on time & stress management, mindfulness, team building, and collaboration were altered to suit the ongoing conditions. We connected globally with colleagues and invited clients to talk about mental wellness, financial wellbeing, and driving equity and inclusion. The 'People Leader' toolkit was launched to equip managers to connect & collaborate with the team virtually. Additionally, HR people partners began connecting with colleagues more often, to check in on their health and general wellbeing, and ensure concerns were addressed proactively.

Holistic Approach to Wellbeing: Along with inputs from our wellness partner, we launched thoughtful banners and online workshops to help colleagues through these times. Aon leaders talked about mental wellbeing in light of the disturbing events all across the world, to re-emphasize that we stand united as a team with each other, stronger than ever. Teams also launched their own Yoga and fitness sessions. The firm launched a wellness app- WellOne for colleagues to record the achievement as individuals and groups.

Meaningful Virtual Connects: Aon's business leaders partnered with HR teams to launch virtual contests on art, photography, cooking, fitness; cheering for colleagues as they learned to balance home chores, family, and work responsibilities in this new environment and in homes not always built to accommodate WFH.

Colleague Benefit: Business stakeholders came up with new benefits to support colleagues to build a work unit at home and additional leaves to support colleagues if they or their loved ones were infected.

Aon Cares: A CSR initiative where employees helped in the distribution of over 1000 kits, helped 5700 individuals, and sponsored over 172,000 meals in Bangalore, Delhi, and Assam.

Chai Pe Charcha; Junior Day and More: 'Chai Pe Charcha', 'Lockdown Diaries', 'Junior Day', 'Yam Jam' sessions, branding quizzes on WhatsApp groups have gone a long way in cheering up the teams.

Frequent Feedback: In addition to regular Aon Voice Sessions that focus on colleague concerns and queries, two Pulse surveys were launched within one year for the sole purpose of gauging how engaged are employees and what more can be done.

