

Driving Happiness Quotient to Be A Great Place to Work

The Pandemic Paradigm led to reimagining ways of working and exploring collaborative tools to elevate the employees' experience and increase overall organizational productivity. As a Great Place to Work, the focus has been on driving positive change, celebrating moments and milestones, and empowering our people to deliver exceptional outcomes.

RAPID ROUNDUP

- Under GL Vantage (GlobalLogic Advantage) programs, the focus is on equipping managers with the right competencies, skills, coaching, and counseling sessions to foster a strong managerial foundation.
- With a simple mantra of “Social Collaboration whilst Social Distancing”, we are connected beyond work through various forums, initiatives and platforms.

Equipping Managers: Under GL Vantage (GlobalLogic Advantage) programs, the focus is on equipping managers with the right competencies, skills, coaching, and counseling sessions to foster a strong managerial foundation.

Executive and Managerial Coaching: Equipping managers with the necessary tools for emotional intelligence and team management under a crisis is important. The coaching journeys span between 90 to 120 days and 50 % of the managers are impacted.

Be the Coach Program: This initiative ensures that employees get the right guidance from internal Career Coaches. Due to the pandemic, the program ensures the right engagement and gives a greater solace to the employee at a psychological level.

Counselling Sessions: GlobalLogic has recently signed up for an EAP(Employee Assistance Program) enabling every employee to access a counselor just on a click. The program also offers free and confidential assessments, referrals, and follow-up services.

Training and Workshops: Manager Accelerator Program inculcates key managerial competencies focused on team and people management. **Giftwork Programs** - partnered with GPTW institute for several people manager workshops to enable a strong reward and recognition culture.

Staying Connected: This is achieved through Social Connect Forums like BYOC – Bring your own coffee, Chai Pe Charcha, Virtual All Hands Meet to encourage the culture of collaboration. **Virtual Celebrations** where celebrating milestones through platforms such as Thanking Thursdays,

All Hands Meet etc. **HR Hacks** - Sharing Manager Hacks (tips), DYKs (Do you know) snippets on compliance, policies, etc. and daily motivational messages keep the employees energized and connected. **Social Collaboration Platforms** like GLO, an internal social collaboration platform to express their thoughts, voice their opinions, celebrate milestones, and appreciate colleagues.

Employee Engagement to Employee Experience: With a simple mantra of “Social Collaboration whilst Social Distancing”, several initiatives have been rolled out like ERecognition, Team Offsites, **GLCafe** (A global digital collaborative platform exclusively for GlobalLogic employees), **Social Media Campaigns**, **GLGoesGreen** (a sustainability initiative), and GL Foundation that supports more than 5000+ children across India with virtual classroom sessions, student-teacher connects and volunteering hours by employees. This helps our people to stay calm and establishes a connect between their body, mind and soul!

