



A Java To Jim Strategy for Employee Wellbeing and More

The lockdown led to PTC employees re-establish bonds with colleagues and foster a spirit of unity that would help them remain productive whilst happy. Read to find out how

RAPID ROUNDUP

- Frequent interactions with senior leadership to assuage employee fears and concerns of the future
- Rapid support systems for employees fending for themselves
- Interactive and fun virtual social meets to take the edge off the situation

Regular CheckIns and Leadership Interactions: The HR team had regular manager check ins to connect with the leaders and managers on a weekly basis to understand the challenges they are facing within the team and to understand the stress quotient. On a global level, regular weekly, then fortnightly interactions with President & CEO Mr. James Heppelmann takes place. 'Live with Leaders' was a weekly interaction with leaders to ensure business continuity and resilience. 'Java with Jim' for all employees across the world to provide updates on the business scenario, customer perspective reassuring our faith in the company.

Employee Reach Out Program: Identified and connected with the employees who were stranded alone at home away from their loved ones to ensure they are safe and doing well. During one such conversation, the team noted that one employee was stuck at home without any food supplies. Immediately the team reached out to the local NGO for support and dry ration packets were delivered to his doorstep under 24 hours.

Virtual Employee Engagement: Done weekly or fortnightly, these are theme-based events conducted via WebEx/ MS Teams. Our monthly newsletter also features these events. With active participation from our employees, these forums serve as a stress buster and provide networking opportunities within the organization.

Virtual Socials: The fun element has been addressed through virtual 'socials' wherein leaders share their typical WFH day. Other activities include poster/drawing competition for employee's children, MasterChef contest, talent show and a standup comedy act. We felicitated our

PTC COVID warriors who have gone the extra mile to help the underprivileged during these times.

SHE Leads: Exclusive women engagement forums on the virtual platform.

Staycation Campaign: This is for employees to post their stay at home vacation pictures on Yammer to win monetary awards.

Employee Wellness Sessions: Entire series on Yoga workshops, diet and nutrition, healthy living, ergonomics, spiritual health, financial health and women focused wellness. A COVID information page on our intranet has information from the government agencies and the WHO for a ready reckoner for the benefit of all employees. Kahoot quizzes were conducted for the teams further to create awareness.

Globally PTC has signed up for the BurnAlong fitness platform which has programs and live classes on physical and emotional wellbeing.

