



## One Team, But Virtually

*At a time when teams are physically separated, VMWare fostered team spirit using technology creatively. Find out how*

### RAPID ROUNDUP

- MyLivewell App offered by Optum has mobilised mental and emotional wellbeing through technology
- Online training for improving WFH hacks and tips for increased productivity
- Harnessing tech tools to monitor employee feedback and improve outreach activities

**Tech-First Virtual Collaboration:** We have been using the collaboration tools to enable and engage the employees more effectively. These have also helped employees to ease the pressure of collaboration and feeling of “One Team” environment. These are Slack, Teams, Zoom, What’s App, LinkedIn and the Internal Social Media portal

**Well Structured Communication:** Done via email and other internal social media channels from global and local leadership has been reassuring and could potentially help address some of ambiguity & uncertainties of the business. This has helped employees with some of the mental health challenges arising out anxiety, stress in feeling valued and other challenges.

**Training:** To measure effectiveness and productivity, its critical for employers to proactively invest in people. We use some of the online training platforms to harness their remote working skills covering but not limited to collaboration tools, storytelling, influencing, etc

**VDI Tech:** For new employees joining but stationed outside Bangalore, we have supported connectivity and engagement through VDI technology in their own personal machines until company laptops could be delivered.

**Livwell App:** Optum has delivered webinars for our employees, and have offered their myLivewell App which has a lot of content around physical and mental well-being. In addition, this setup with Optum also provides telephonic support to address mental health/depression, drug abuse, marital discord and overall emotional well-being. The utilisation has seen an upward trend post Covid.

**Rethink Benefits:** We’re providing video, chat, telephonic support to help parents of children with developmental disabilities, which can impact emotional well-being of parents.

**Mental Health Insurance:** Govt of India has instructed insurers to include mental health treatment under medical insurance plans, which is work under progress as insurers are trying to build this in to existing products. Few insurers have already started these offerings.

**Tech for Feedback:** Constant reachout with employees through All Hands, Manager/Employee sessions, and the use of technology to manage feedback. Internal Tools and systems have also been successfully utilised for metrics and other data points.

**Online Sessions:** To support emotional health, WFH hacks and tips to improve productivity, yoga and wellness.

**Wellbeing allowance:** To support Physical, Mental, Financial and Community wellbeing

**10 days pandemic leave till Dec 2020.**

**Child Learning Resources:** An online library of enriching activities to enhance child’s learning and engagement

