

Evolving the Employee Experience for Greater Employee Engagement

In today's perpetually disrupted world, it is crucial to integrate employees’ well-being into the design of work itself.

Here are some ideas for employers to use or adapt for their organisations.

Work-Life Harmony Programmes



Flexible Hybrid Working

Enable hybrid working to provide employees with flexibility to choose days in office or to work remotely.

Recharge Break

Offer 'mandatory' Leave once a year to recharge. Consider topping this up with an allowance for employees to design their own experience.

Customized Time - off Schemes

Offer additional [leave schemes](#) that employees can avail as-needed. For example:

- Family Leave
- Personal Leave
- Extended leave

Wellness Leave

Provide wellness leave for participation in wellness activities. e.g., marathons.

Year-end Break

Celebrate the year-end and consider a company-wide break.



Surge Leave Earning

Provide additional leave if employees have to work in seasonal peak periods.

Find out more about the [Tripartite Standard on Work-life Harmony](#)



Organisations to shift focus from 'Surviving' to 'Thriving' in the workplace

01

Recognise that disruption is continuous rather than episodic, welcoming each new reality and using it to reimagine new norms of working.

02

As boundaries of work & home have blended, use technology to enable flexibility so employees are assessed on productivity than work hours.

03

Leadership mindset must shift to a new responsibility of re-architecting work with employee well-being at the center.

04

Embrace hybrid working as a new normal. Provide a framework with structure, that also has enough flexibility for employees.

An illustration of how a company can evolve its Work-life Harmony practices.

Start Small & Build it Up...

Category:

Power off

(Disconnect to Reconnect!)

Workload

Management & Internal Communication

Light

4pm end-time for Fridays. Give employees permission to finish work early on Friday

'No Email' weekends. No internal communication unless emergencies arise.

Medium

'Summer Fridays', Provide half-day time-off for employees in lull work periods.

Set daily recommended email hours . No internal communication outside of 7am-7pm from Management.

Full

'Power-off' day, Give a full Friday off to employees by team (80% of team at a time)

'Meeting-less' Fridays, No internal meetings, virtual calls on Fridays.

Richa Nandwani is a Talent Lead at GroupM, and a Work-Life Ambassador. This resource was created as a part of the efforts of the Alliance for Action on Work-Life Harmony, which aims to increase public awareness of the importance of work-life harmony and work with community stakeholders to co-create work-life harmony initiatives.