

VITALITY FOR SABIC

3-YEAR PROGRAMME 'HAPPINESS AT WORK'

DESIGNED TOGETHER WITH THE VITALITY
AMBASSADORS AND MANAGERS



Sabic's question to ODS:

Design a programme over a period of 3 years to improve Happiness at Work of our employees and actively involve our managers and especially the Vitality Ambassadors in doing so. All sessions are preferably given online.

Solution from ODS:

The first step in our approach was a Lean & Mean Assessment. All the relevant documents were studied. This was followed by interactive interview sessions with the managers and the Vitality Ambassadors with the aim to assess the level of work pressure and happiness at work currently experienced by employees. To raise awareness of the sources and signals of stress and sources of energy, these employees took part in an interactive workshop 'From pressure at work to happiness at work'. At the end, each participant wrote down a number of concrete actions for himself or herself. Our next step was to compile a report with recommendations as to mission/vision, competencies/knowledge/skills, engagement & communication, work agreements and office design. This report was then discussed with the Vitality Ambassadors. This has resulted in concrete actions, that will partly be addressed by SABIC itself and partly by ODS.

For the development of competencies/knowledge/skills ODS has compiled a varied range of webinars that fall under our Vitality pillars Mindset and Relaxation, from which employees can choose (step 2 in our approach).

Examples are: Growth mindset in the workplace, Personal and Vital leadership, from Pressure at work to Happiness at work, and Relaxation & Balance workshops in the field of Mindfulness, Breathing coaching and Stress-less.

Results:

Enthusiastic Vitality Ambassadors that fully support the programme because of their intensive involvement in the development of the package. Managers that take the theme Happiness at Work into consideration and all that is required to achieve that. Structural attention to Happiness at Work on an organizational level because employees can develop their potential in this area for the coming 3 years.

The programme is currently in progress. We receive enthusiastic reactions from participants in the workshops, as everything can be immediately implemented in practice, reducing the pressure and increasing their happiness at work.

"Employees learn to understand in an interactive way about what gives them energy, their involvement and their influence. It is good to see that at the end of the workshops employees have grasped how they can improve their job satisfaction and energy."



Ilse Lucassen
Career coach

Quotes from the evaluation forms:

"You get useful insights to approach things differently."

"Learning things together. Topics that you know a little but actually don't know enough about."

"I learned a lot from the interaction between the participants. I thought I was the only one struggling with these issues."

"“ODS has rolled out an excellent project: they have expertise, there is 1 contact person, there are short lines of communication. The most important thing: our employees have started working on it and they are enthusiastic! ”"



Peter van den Heuvel
SABIC Technical, MT member

