

VITALITY FOR SABIC

3-YEAR PROGRAMME 'HAPPINESS AT WORK'

DESIGNED TOGETHER WITH THE VITALITY
AMBASSADORS AND MANAGERS



Question from SABIC Technical to ODS:

Submit a sustainable program to increase the work in our employees in which managers and in particular the Vitality ambassadors become actively involved in the composition.

Solution of ODS:

We have started steps 1 of our approach to a Lean & Mean inventory. All relevant documents (e.g. PMO) have been studied. Subsequently, interactive interviews sessions have been done with managers and vitality ambassadors to find out which work pressure and which work trust employees experience currently in practice. To increase the awareness of stress sources, signaling and energy sources, these employees have followed an interactive workshop 'from workload to workhappiness'. Where every participant has formulated concrete actions for himself at the end. The information collected from the inventory phase is the basis for our advice. We have mentioned this in a report with recommendations in the field of office design, work agreements, connection & communication, mission / vision and the development of competencies / knowledge / skills. This report has been discussed with the Vitality ambassadors. After which concrete actions are defined that partly arrested by SABIC itself and partly by ODS.

ODS has compiled a varied pallet of workshops in the field of the development of competence / knowledge / skills within the vitality pillars and relaxation from which employees can choose (step 2 of our approach). Examples are: growth enthusiast in the workplace, personal and vital leadership, from working pressure to workhappiness and relaxation & balance workshops in the field of Mindfulness, breathing coaching and stress-less. The duration of this program is 3 years.

Results:

The first year has been completed. Enthusiastic Vitality Ambassadors who are fully behind the program due to their intensive involvement in the composition of the package. Managers who have permanent attention for the theme and what is needed for this. Structural organization attention for the theme because employees can develop 3 years in this area. Very enthusiastic reactions from the employees. The average score of all workshops (both online and on location) is an 8.5. The 2021 program has been evaluated with the Vitality ambassadors (step 4 of our approach) and is the basis for the program for 2022.

"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
Stress and burnout coach*

Quotes from the evaluation forms:

"Become aware of the choice that you have to stay in your comfort zone or go out occasionally and continue to learn."

"Realize how we live on the autopilot and spend much too attention for ourselves. Realize that we have the opportunity to change things."

"Fine, practical workshop where you can do something immediately! with a lot of passion and energy given :-)"

"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*

