

**Best  
Workplaces™**

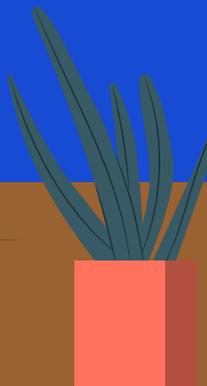
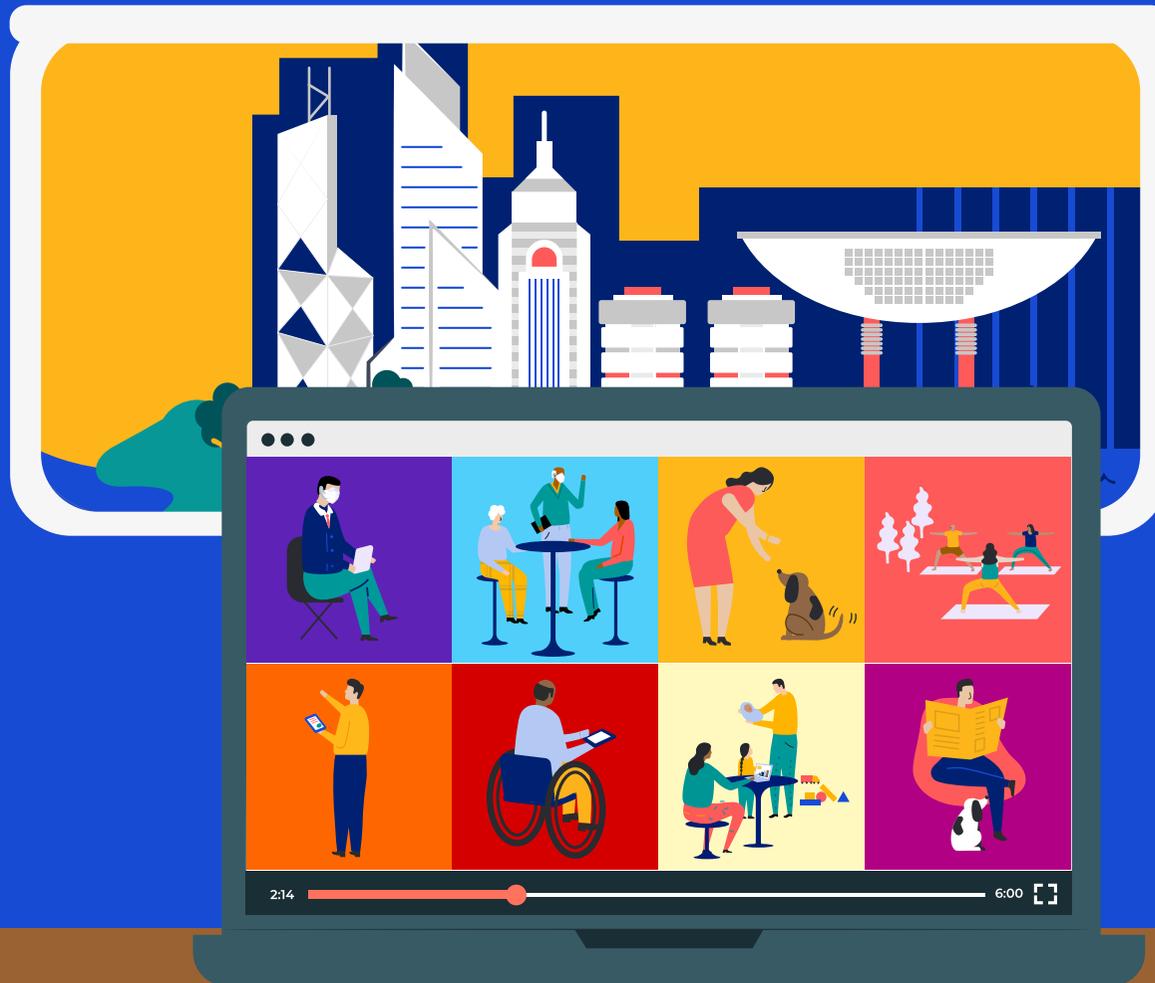
最佳職場

**Great  
Place  
To  
Work®**

**HONG  
KONG  
2021**

# Best Workplaces in Hong Kong™ 2021 Awards Ceremony

7th July 2021



OUR  
**MISSION**  
IS TO BUILD A BETTER

**WORLD**

BY HELPING ORGANIZATIONS BECOME  
**GREAT PLACES TO WORK**  
*for all!*

## About Great Place to Work® Institute

The global authority on workplace cultures Great Place to Work®, assess the organisations and select great workplaces for potential inclusion in the List based on two assessment tools: The Trust Index® survey and the Culture Audit® Questionnaire. Through these tools we concisely evaluate the perceptions of your employees. We ask them about their workplace experience and analyse the effectiveness of practices that underpin your workplace culture.

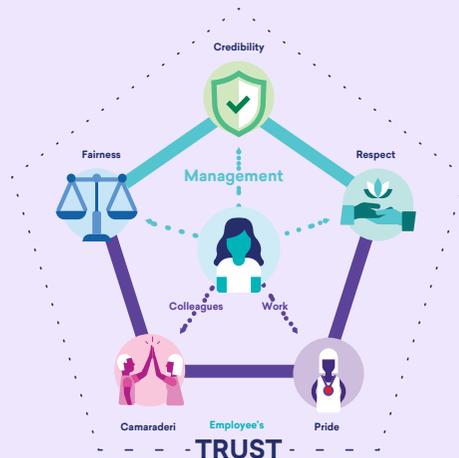
(1) Trust Index® survey measures your organizations to understand the key factors for creating a great workplace. It provides industry benchmarks and best practice databases for workplace culture, and also the starting point for implementations and improvements.

(2) Culture Audit® helps to understand the impact and effectiveness of human resources policies.

Through the analyses of the Trust Index® + Culture Audit® evaluations, we can understand the gap between the expected and actual results of the policies, therefore identify the key factors and invest appropriate resources, which allow organizations to create or improve an outstanding workplace culture.

Contact us for more information and to find out how to create your great workplace.

Contact us: [CN\\_contact@greatplacetowork.com](mailto:CN_contact@greatplacetowork.com)



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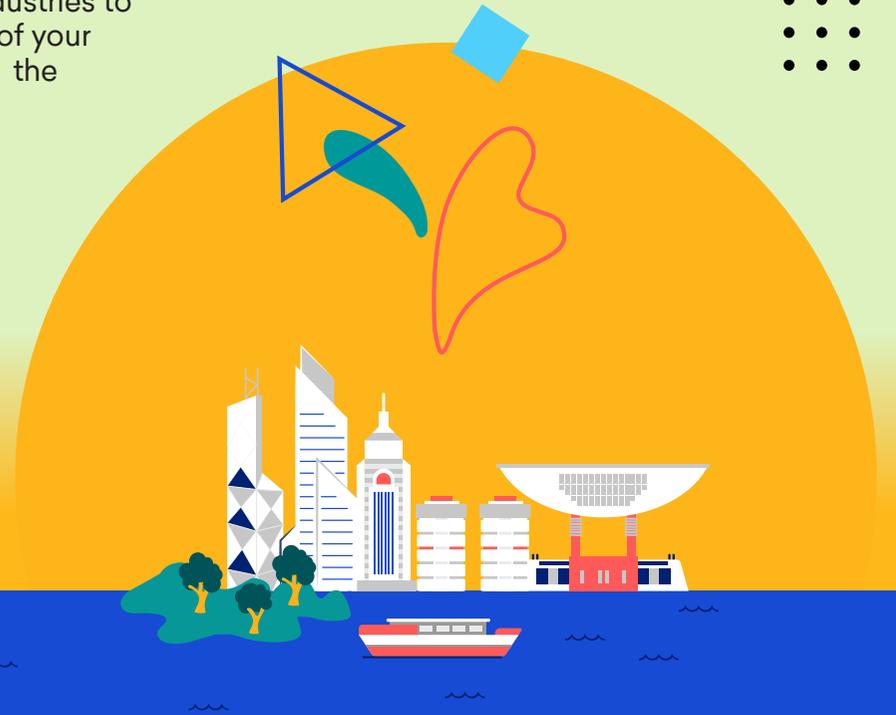
## Introduction

The global pandemic has changed the way we live but did not stop us from continuing to look after ourselves and taking care of our colleagues.

This year Great Place to Work®, the global authority on workplace culture, will be hosting the 6th Best Workplaces in Hong Kong™ 2021 Awards Ceremony virtually to celebrate with our awardees and share with everyone how these award-winning organizations have been taking care of their employees under the new normal.

The event aims to celebrate and invite outstanding organizations from different industries to share insights and practices on how to take care of the physical and mental health of your employees. There will be a panel discussion to address wellness practices for the different workplaces.

Join us on 7th July 2021 for the panel discussion and Awards Ceremony. Meet other passionate culture leaders to learn some of the best practices and be inspired to start providing necessary resources to your employees.



## CEO Message

Part of our daily routine at Great Place to Work® is to engage in conversations about the happenings of so many different companies and about so many different situations. Regretfully, 3 out of 5 stories are about bad things. And in recent weeks, I have the impression of receiving a slightly higher number of mishaps, such as:

The threat from a renowned financial institution's manager, 'inviting' his colleagues and employees to come back to the office, by saying something like, "It's time to come back to the office, time to work for real. See you on Monday early, or else..."; Or the story of the manager calling for advice to know better ways of monitoring their employees' card punching in the morning, while working from home; The senior manager sending a letter to extend the working hours to part of the weekend, since she noticed 'lack of focus' while working at home, being unprofessionally surrounded by pets and/or kids.

I know where they're coming from. I understand the anxiousness to control and keep things moving. What I cannot picture clearly here is that they're aware of the situation that we're still handling, right? But, are they? Are we all!? One thing that I'm sure has happened to a great deal of leaders during these COVID months is that we've learned a huge amount of things, but have yet to learn all of what is needed still. How can you effectively manage your people, a team, an entire organization if you cannot factor in the many consequences that are beyond basic workplace adaptation?

We need to understand how all the forced changes are affecting the individuals personally and therefore, in their professional performance. And being well, is a basic thing to accomplish this. The wellbeing of our colleagues is instrumental from basic performance all the way to excelling in resilient behaviour, innovative contributions and keeping the company ahead of the competition.

Are you fully aware of what it takes to lead an organization while seriously considering all the details that entail the present circumstances? Making sure the people are decently managing their challenged physical and mental health is a basic leadership skill of the A.C. (After Covid) days; it was before, but is undeniable ahead.

That's why, in this year's event of Best Workplaces® in Hong Kong, we're given special recognition to the companies earning their award, and taking the opportunity to dialogue about wellbeing at the workplace as a must for the organizations of tomorrow.

Congratulations to the winners! Truly outstanding job.

And of course, well wishes to all!



Mr. Jose Bezanilla  
Chief Executive Officer  
Great Place to Work® Greater China

# Agenda

Time	Panel Discussion & Awards Ceremony
14:00-14:05	Registration
14:05-14:15	Welcome & Opening Remarks
14:15-14:50	Panel Discussion: Being Well and Moving Ahead
14:50-15:15	Best Workplaces in Hong Kong™ 2021 Summary Findings & Well-being Practices
15:15-15:30	Break Time
15:30-15:55	Best Workplaces in Hong Kong™ 2021 Awards Ceremony
15:55-16:00	Closing remarks



# Panel Discussion: Being Well and Moving Ahead



Panelist



## Ms. Mariam Ashroff

Head of Sustainability Management, Asia –  
LGT Bank (Hong Kong)

Mariam Ashroff is a sustainability professional with 10 years of financial services experience. In her current position, she is the representative for LGT Private Banking's sustainability initiatives across Asia, leading and coordinating efforts to embed sustainability concepts throughout the organization.

Prior to this, Mariam was a financial services consultant at PricewaterhouseCoopers (PwC) in Hong Kong, where she advised asset and wealth managers on risk management frameworks and environmental, social and governance (ESG) integration. She combined her decade-long experience in financial services with her expertise in ESG and sustainability to support Asian financial institutions with ESG integration in their investment process. In 2019, she led a team within PwC working with a Hong Kong regulator on an industry-wide study on the sustainable investing practices of asset managers.



Panelist



## Mr. Yanick Girard

Managing Director, Servier Hong Kong Limited

Yanick Girard is a French Pharm D and he holds a master's degree in pharmaceutical industry management. He has been working in the pharmaceutical industry for the past 27 years and has worked for 5 different pharmaceutical companies ie Fournier, Knoll, Lilly and Servier. During his career he has worked half of his time in France and half abroad (UK, Slovenia, India, Hong Kong). He is skilled in cardio-metabolism, venous disease, pyschiatry, oncology. With 11 years as General Manager he has developed a proficiency in both managerial and strategy competencies. He likes developing his team and creating a vibrant working environment.



Moderator



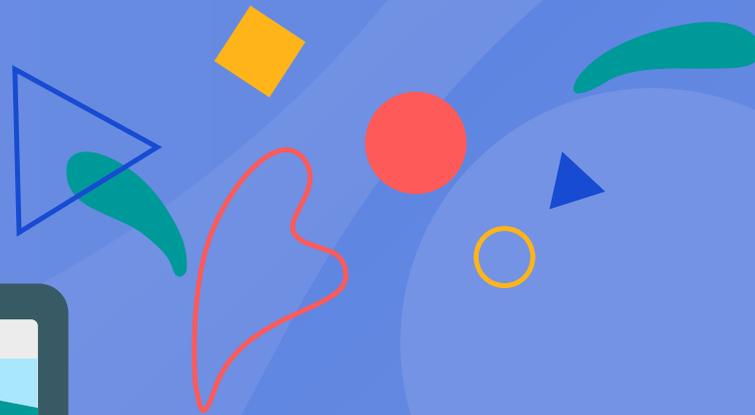
## Mr. Jose Carlos Bezanilla

Chief Executive Officer,  
Great Place to Work® Greater China



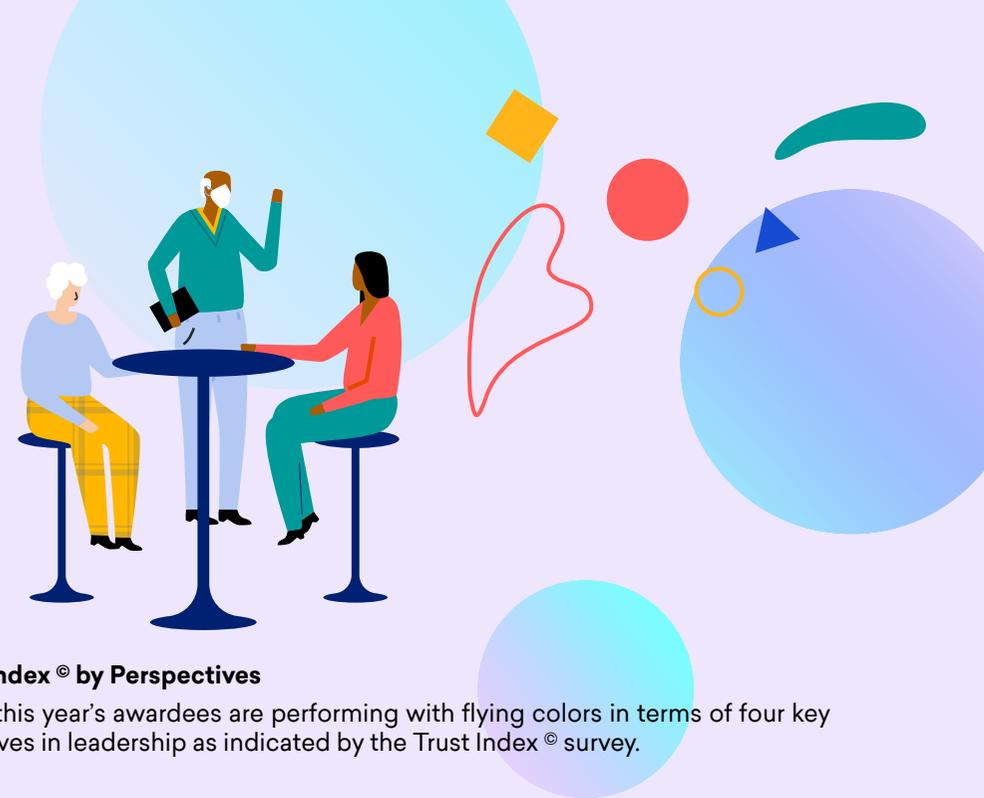


# Best Workplaces in Hong Kong™ 2021 Summary Findings



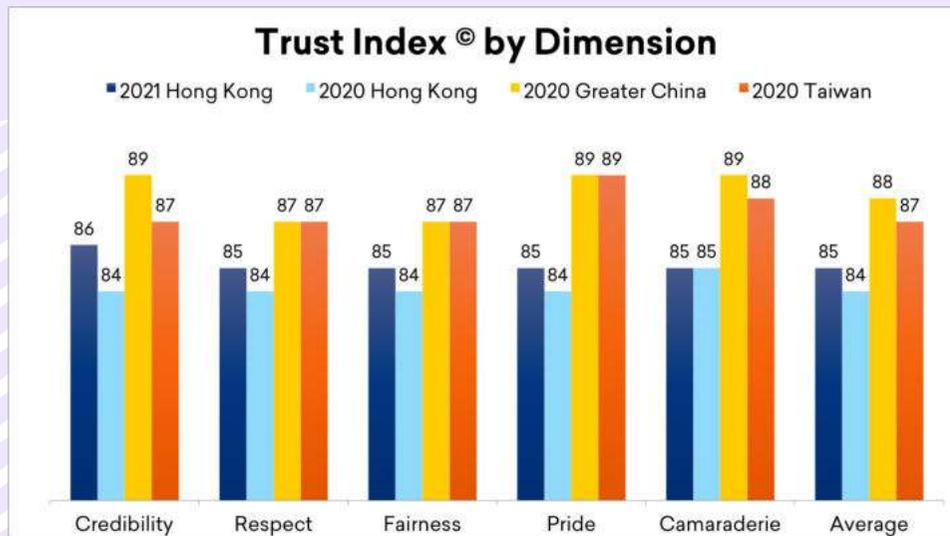
# Best Workplaces in Hong Kong™ 2021 Summary Findings

1. Trust Index © by Dimensions of Greater China, Hong Kong and Taiwan
2. Trust Index © by Perspectives
3. Managerial Effectiveness, 2021
4. Innovation, 2021
5. Wellbeing, 2021
6. Strengths
7. Opportunities
8. Changes and transformation from 2020 to 2021



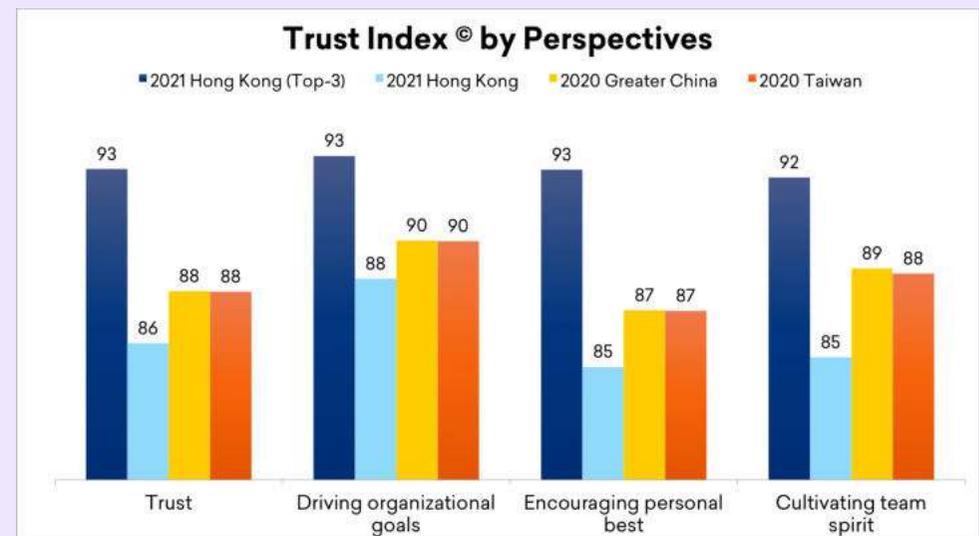
## 1.) Trust Index © by Dimensions of Greater China, Hong Kong and Taiwan

Comparing the Trust Index© by dimensions with 2020 Hong Kong list awardees, we see that there are improvements in most dimensions and a significant leap is seen in Credibility which accounts for the extent to which employees see management as credible and trustworthy.



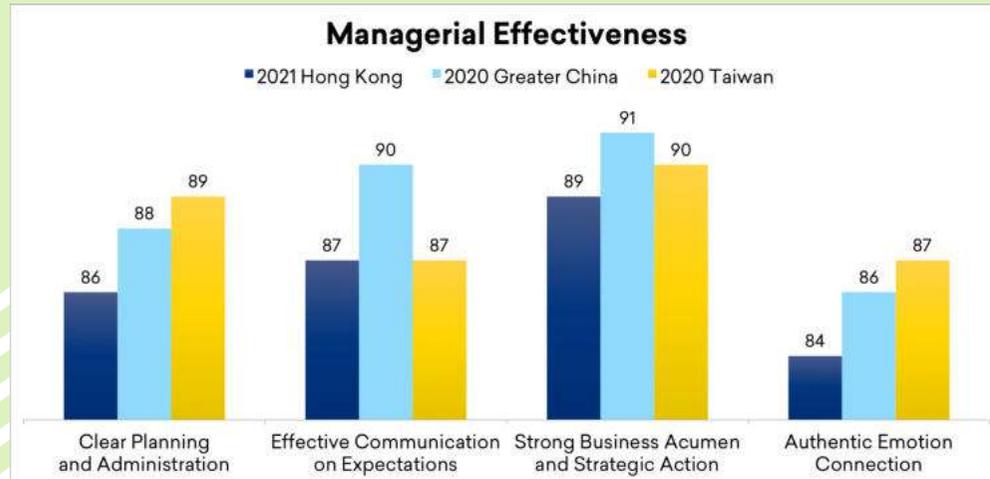
## 2.) Trust Index © by Perspectives

Top-3 of this year's awardees are performing with flying colors in terms of four key perspectives in leadership as indicated by the Trust Index © survey.



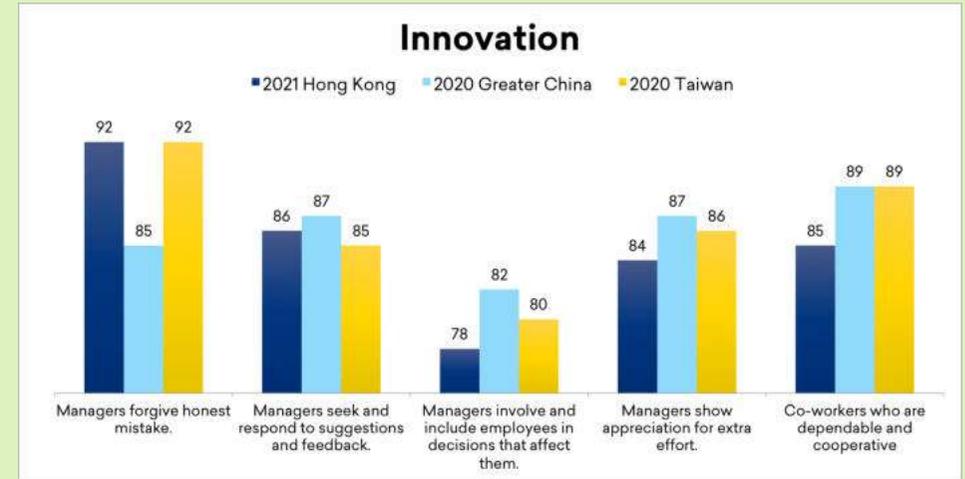
### 3.) Managerial Effectiveness

An effective leadership or management team has an emotional connection with their company's culture and its people, as well as an ability to create a coherent and effective strategy at every level of the business.



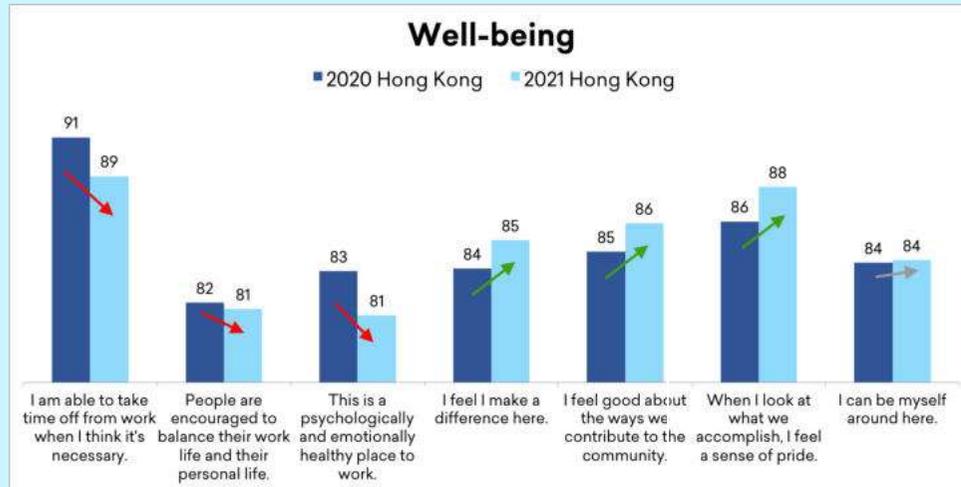
### 4.) Innovation, 2021

Creativity and innovation are likely to flourish as people feel capable of developing and testing ideas and at the same time, they are fully supported and encouraged to keep trying hard and take appropriate risks for new ideas.



## 5.) Well-being

According to the World Health Organization, health is a state of complete physical, mental and social well-being. Well-being is thus defined as when we feel mentally well, we can work productively, enjoy our free time, and contribute actively to our communities.



## 6.) Strengths

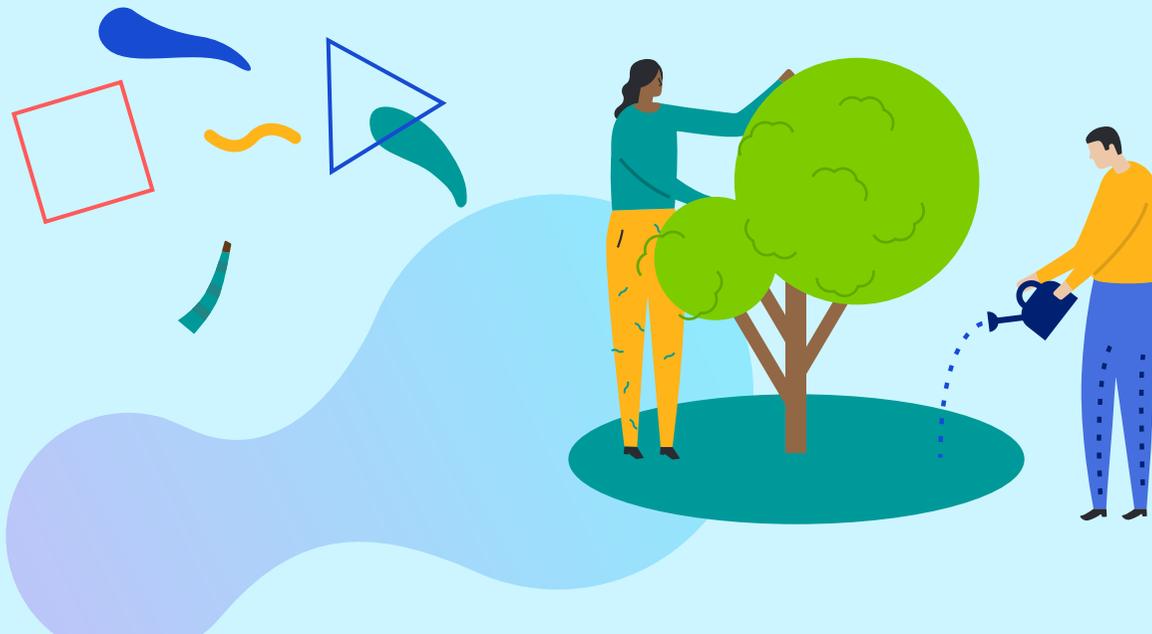
Below statements reflect the strength of the Best Workplaces™ awardees. People here are treated fairly regardless of their sexual orientation, gender, race and age.

This is a physically safe place to work.  
Management is honest and ethical in its business practices.  
When you join the company, you are made to feel welcome.  
I'm proud to tell others I work here.

## 7.) Opportunities

Besides payment and shared profit, these statements reflect areas where employees see the needs for improvements.

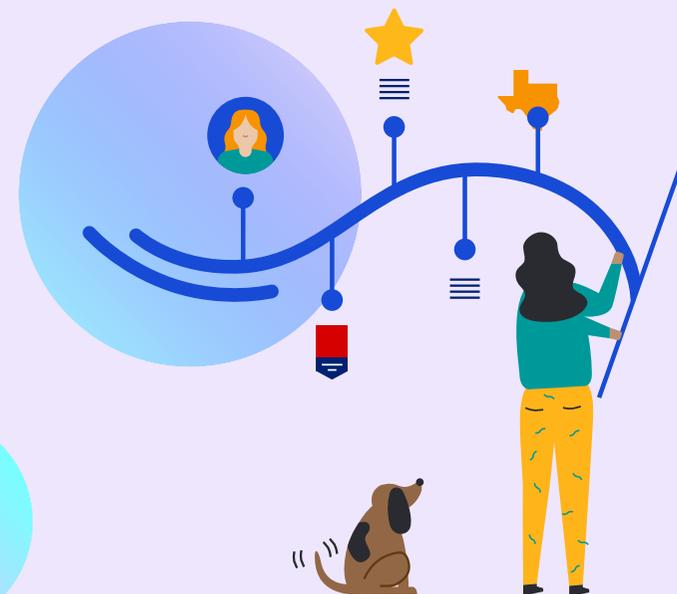
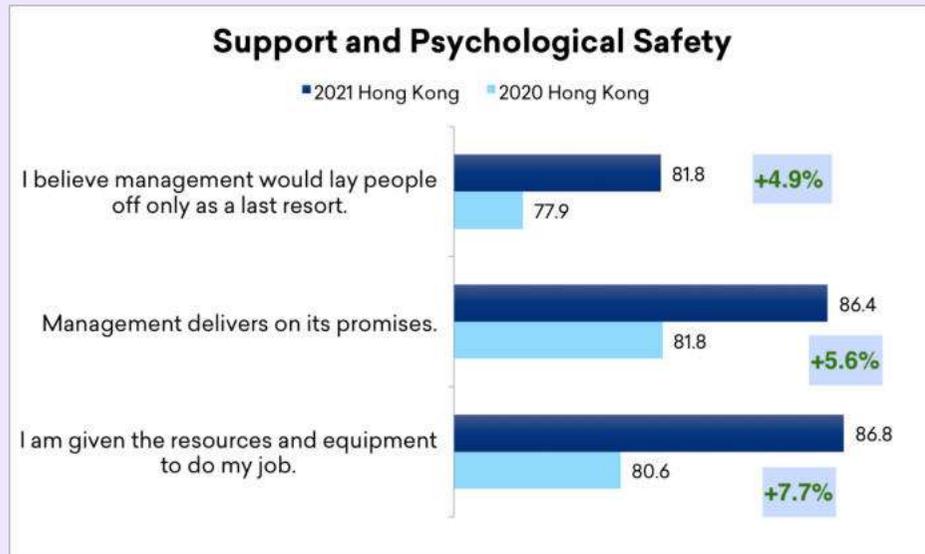
Management involves people in decisions that affect their jobs or work environment.  
Managers avoid playing favorites.  
Promotions go to those who best deserve them.  
This is a fun place to work.  
This is a psychologically and emotionally healthy place to work.



## 8.) Changes and transformation from 2020 to 2021

Under the wave of “new normal” brought by the pandemic, supporting and engaging employees along the way is key for companies to thrive regardless of all the uncertainties and difficulties.

Also, it is the top priority for management to balance the benefits of flexible, virtual work arrangements with the need for teams to gather together when exploring new arrangements such as hybrid workplaces under the new normal.





# Well-Being Practices

\*In random order



# Well-Being Practices



## Cisco Systems (Hong Kong) Limited

Our employees' well-being is essential to us. We built our wellbeing offerings around Four Elements of Health - Eat, Sweat, Think and Connect to help our employees stay physically healthy and mentally refreshed. We launched a lot of wellbeing initiatives:



**Winter Cuisine Live Cooking Show-** Live cooking show via broadcast of Tiktok, with dishes photo challenge.

**Taichi Fitness Week-** online Taichi classes opening to both employees and their families.

**Cisco Mind Set-** share tools and techniques for enhancing resilience, focus and mental stamina.

**Happy Brain Happy Life sessions-** Introduce the advanced about the human brain and discuss about how to use our brain promote productivity and regulate our brain's emotions.

**CISCO WELLBEING**

Mental Financial Social Physical

**Cisco Mind Set**

**科学用脑 幸福生活**

5/13/2021 PM12:30-01:00 Your Brain: Basic Truth of your Body 大脑是工作与生活的关键

5/20/2021 PM12:30-01:00 Work & Learn: Effectively Efficiency 如何有效提高效率, 幸福生活

5/27/2021 PM12:30-01:00 Emotional Brain 大脑的情绪及其调节

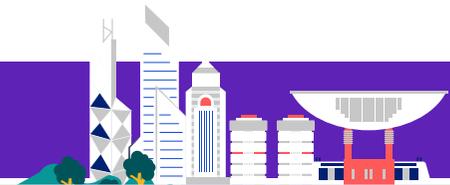
6/02/2021 PM12:30-01:00 Eat, Rest, and Play 让大脑休息好, 休息好, 玩得好

6/11/2021 PM12:30-01:00 Children's Brain and Development 关爱家人: 儿童大脑的特点与成长

6/18/2021 PM12:30-01:00 Caring for the Aging Brain 关爱自己与家人: 大脑的自我保护, 锻炼, 成年人老年人的脑保健

科学用脑 幸福生活

# Well-Being Practices



## PageGroup

### Yoga sessions

Employee's physical and mental wellbeing has always been a priority at PageGroup. Regular Yoga sessions and virtual sessions of mental health can largely support our employee's health and wellbeing.

PageGroup



## DHL Express Hong Kong

### Appreciation Week

DHL annually organizes its own "Appreciation Week" with games and activities that express our gratitude for the contributions of every employee and how they make DHL one of the best places to work. Every day our employees' actions make a difference and because of them, DHL emerges stronger and more connected than ever. Therefore, we host this special occasion every year to thank for their continued passion, dedication and commitment to connecting people and improving lives.

DHL



# Well-Being Practices



## General Mills Hong Kong Limited

### Well Being Practice - Fun & Learn Workshop - Jan2021

As people is our first priority, we care about their well-being all the time. During the pandemic situation, we had arranged a webinar training on Improving Work Efficiency thru Healthy Diet to help our employees to cope with stress of life and improve work efficiency. More than 50 employees had joined the event. We will continue to promote a positive physical and mental health environment in the workplace, to enable our people to thrive.



## Meijer Trading Ltd.

### Flexi Hours and Work from Home on Friday Option

Since 2019, Meijer has implemented another Investing in You benefit – “Flexi” hours. Team members can flex four hours throughout the work week to leave early on Fridays. In addition, during the COVID-19 pandemic, team members can choose to work from home on Fridays if they want to as Fridays would be a short day for most of the team members with the Flexi Hours. These initiatives have allowed team members to have more time to spend with family and friends or extra time for hobbies or other activities. Team members can better manage their work life balance while focusing on achieving their professional goals.



# Well-Being Practices

## LGT Bank (Hong Kong)

### Volunteering Events

LGT Hong Kong, instead of focusing on ourselves, LGT employees decided to organize volunteering events and launched various programs during this Covid-19 period, including Clean up Hong Kong Trail; Covid-19 Relief Care Package – Packing & Delivery to Hong Kong's elderly self-isolating seniors who are afraid and unable to leave their homes. Although the items were simple, it was important to the elderly as they are grateful for any penny they can put aside, and some of the items we have delivered have most probably not been on their shopping list for a long time. Elderly are part of our society. They need care and comfort to live a healthy and happy life and we should let them know that the community cares about them.



1921  
2021  
0YEARS

# Well-Being Practices



## DHL eCommerce (Hong Kong) Limited

### The Employee Assistance Program (EAP)

DHL eCommerce offers confidential resources to support Employees when they are facing challenges in life, whether personal or professional at no cost and available to 24 hours when they need a listening ear. The counselors can help with include stress management, workplace relations, career development, and marital and family relationships. It also offers help with work-life issues, such as child care, elderly care or legal and financial concerns and difficulties.



Comprehensive, Whole-hearted  
to offer you work/life information  
Professional, Confidential  
to free you from concerns



## Servier Hong Kong Limited

### Wellbeing is key for employee engagement and performance

Fostering employee wellbeing is good for people and the organization. Promoting wellbeing can help prevent stress and create positive working environments where individuals and organizations can thrive. That is why when we train our teams, we embed some games to make them understand some key points in relation with the training topic. The last example we have experienced was based on darts and the games have been kept at the disposal of the team members so that they can relax and recharge their batteries whenever they feel the need to do so. Wellbeing is key for employee engagement and performance.



# Well-Being Practices



## Meltwater Hong Kong

### Keep Moro (Fun) Stay Healthy

Our values of Respekt (respect), Moro (fun), and Enere (winning), encourage joy between our employees as part of our culture. At Meltwater, we are committed to create a work-life balance environment. We believe that in order to become successful as an organization, taking care of our mental health and well-being is of chief importance. So we hold outdoor activities like hiking where employees aren't sitting at a desk all day, they are encouraged to keep fit and have fun together. These activities are not only good for their mental and physical health, but also creating a energetic environment between colleagues and teammates. It's a lovely time to take time out in another way to strive as a team but not be drawn back to emails and calls.



## Stryker Hong Kong

### Employee safety and wellbeing always come first

As an organization, employee safety and wellbeing always come first. This is not a nice to have, it is a priority for us as a business. During the pandemic, we had more meetings for check-in and 1:1 in the virtual set up. We organized virtual trainings on managing self-wellbeing & engagement also sessions on leading virtual teams for team leaders to build trust, hope, show compassion and sharing transparently on the financial stability to lead the team navigate the uncertainties together. We also engaged external EAP vendor to be supportive whenever employees have feelings of anxiety, powerlessness, confusion and stress given the uncertainties.



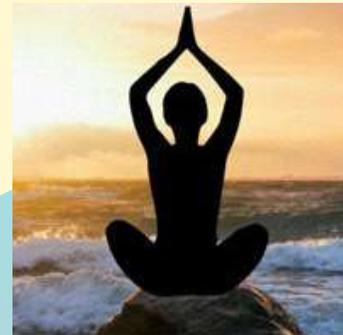
# Well-Being Practices



## Tata Communications Hong Kong Ltd

### Live Mindfulness Sessions

As part of Tata communications' well-being programme-Tcare, a series of daily life mindfulness sessions is provided to our employees in partnership with the Art of Living Foundation. This short module is a quick way to relax and calm the mind in which our employees can experience guided mental relaxation and learned mindfulness techniques. The focus of this programme is to learn anxiety-relieving techniques of meditation and mindfulness; and is conducted twice daily to suit all time zones. All employees can join in these sessions at the comfort of their home.



# Well-Being Practices

## Wyeth (Hong Kong) Holding Company Limited

### Healthy and positive lifestyle at work

To ensure our employees' health and wellness in the office, we provide adjustable tables and specific distance between working stations for each colleague.

Wyeth | Nutrition



## Whirlpool Hong Kong Limited

### A green workplace means a sustainable strategy in the workplace

Each company must evolve its way of working to achieve business profitability, long-run marketability, and to support sustainable human and ecological use and minimize impacts to the natural resources. A green workplace means a sustainable strategy in the workplace which plays an important role here. We have an office consolidation project and launched the Clean & Green Program last year. A team set up to promote this new concept. Open office is designed for better communication with colors & fun, clean & tidy, warm & green elements. Going paperless/digital by reducing 70% storage space for more collaboration areas. We are opting for casual dress everyday and employees have more freedom to express their individuality. This can enhance the feeling that they're trusted by the employer to do the job well without micromanagement. We love our brand with a full built-in products pantry and iconic cooking equipment for their relaxing coffee break and lunch. Last but not the least, a lactation room is available for working mothers.

Whirlpool  
CORPORATION



# Congratulations for winning the Best Workplaces in Hong Kong™ 2021 Award

Best  
Workplaces™

最佳職場

Great  
Place  
To  
Work®

HONG  
KONG  
2021

				PageGroup		
				Wyeth Nutrition		

\*Logos are not arranged in alphabetical order of the English name

\*DHL Express' official name in Hong Kong is DHL Express Hong Kong. DHL eCommerce in Hong Kong's official name is DHL eCommerce (Hong Kong) Limited. They are both different business units.



## Supporting organizations

**FLEXImums.**



Private  
Banking



## Technology Partner





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## Hong Kong Media Partner

 **Classified Post**

The Classified Post, published every Saturday, is an English-language recruitment publication in Hong Kong with a reputation for offering quality job postings. In our continuing effort to build and support the HR community, we present a brand-new training series for HR practitioners in all levels. The workshops will provide in-depth insights, practical tips and sharing in different topics catering to HR's needs. We aim to organize different events and awards for better connecting employers and jobseekers for a brighter career ladder. [www.cpjobs.com](http://www.cpjobs.com)

## Organizer

The logo for Great Place To Work, featuring the text "Great Place To Work" in white on a red square background.

**Great  
Place  
To  
Work®**

Great Place to Work® is the global authority on high-trust, high-performance workplace cultures that provides executive advisory and culture consulting services to businesses, non-profits, and government agencies in more than 90 countries across five continents. Through proprietary assessment tools, benchmarks and certification programs, Great Place to Work® provides the expertise needed to create, sustain, and recognise outstanding workplace cultures. The Institute works with media throughout the world to select lists of Best Workplaces™. In Greater China, we partner with Bloomberg Businessweek/China and Classified Post to publish the 'Best Workplaces™' list. In the US, we work with Fortune Magazine to publish the '100 Best Companies to Work For®' list.



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