

ROSY SKY

EMPLOYEE ENGAGEMENT AGENCY

Employee Engagement Program



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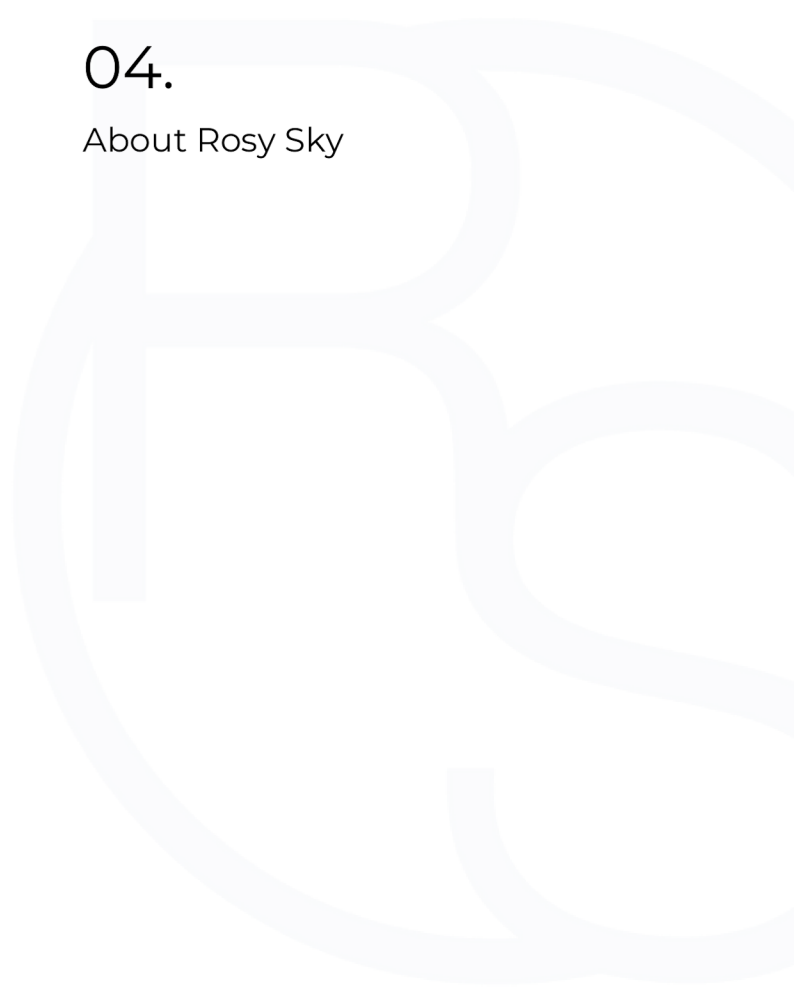
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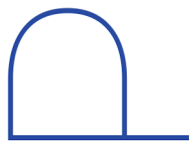
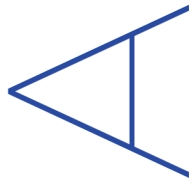
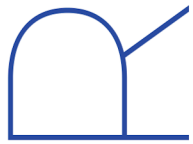
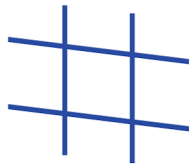
10 modules of Employee Engagement

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About Rosy Sky



Part 1



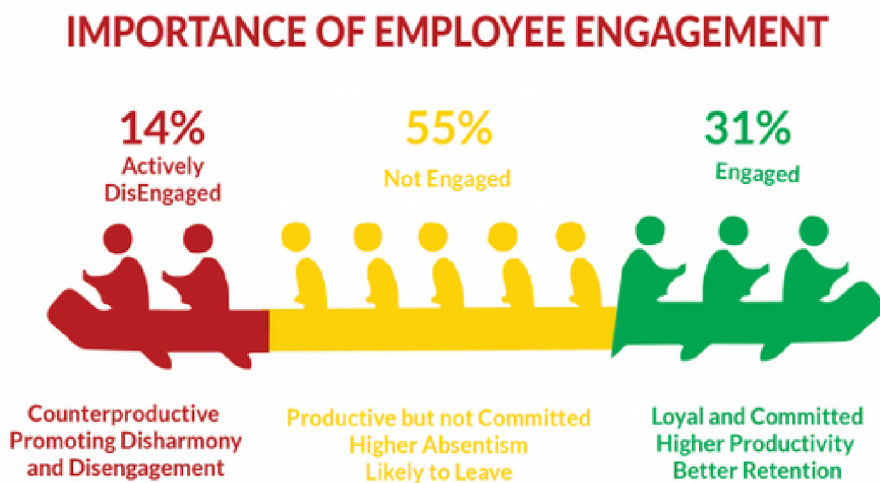
What is Employee Engagement?



WHAT IS EMPLOYEE ENGAGEMENT?

Employee engagement is a human resources (HR) concept that describes the level of enthusiasm and dedication a worker feels toward their job.

Engaged employees care about their work and about the performance of the company, and feel that their efforts make a difference. An engaged employee is in it for more than a paycheck and may consider their well-being linked to their performance, and thus instrumental to their company's success.



Same Boat, Different Engagement

Some Slow it Some Drive it Some Ride it

It refers to a professional's motivation and commitment to perform high-quality work and contribute to company success. Engaged employees exemplify eagerness to perform well, accomplish their tasks, and positively impact the organization.

Part 2

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Why Employee Engagement is important?



ESTABLISHING A CORPORATE CULTURE : BUILDING A CORPORATE MOAT

In today's business world, companies are placing an increasing emphasis on employee participation and satisfaction. This is because businesses have recognized that highly engaged employees not only improve work efficiency but also enhance the overall performance of the company. Just like building a corporate moat, we can effectively establish and maintain corporate culture through an employee engagement program.

An employee engagement program can not only help companies enhance employees' work enthusiasm and loyalty but also promote the relationship between employees and the company, providing strong support for the establishment of corporate culture. This is because employee engagement programs often involve various activities.

Such as :

- Employee training
- Activities recognizing company values
- Team-building activities

These can help employees better understand and accept the company's values, thereby forming a stable and unified corporate culture.

CORPORATE CULTURE AS A CORPORATE MOAT

Through the employee engagement program, we can gradually forge the corporate culture into a moat. When the company's culture is recognized and supported by every employee, it forms a difficult barrier to cross, making it difficult for competitors to invade. This is because a strong corporate culture can enable employees to cooperate better and face external challenges more effectively. It can also attract and retain talented individuals, enhancing the overall competitiveness of the company.



However, it's worth noting that establishing an employee engagement program is not an easy task. It requires wise leadership from company leaders, commitment and investment from the management, and active participation from employees. Only when everyone is invested in the program can the corporate culture truly be forged into a robust moat.

LONG-TERM BENEFITS

Establishing and maintaining a strong corporate culture requires consensus and effort from all employees.

In an employee engagement program, each employee can directly influence the future development of the company, thereby enhancing their sense of belonging and level of commitment. Highly engaged and participative employees can increase the innovation capability and efficiency of the enterprise and convey the core values of the enterprise to the outside world, forming a positive brand image.

Corporate culture moat can also enhance employee stability and reduce staff turnover

When employees feel that their value is recognized, their voices are heard, and they can participate in and influence the development of the company, they are more likely to stay with the company long-term, and fully apply their professional skills and talents to the development of the enterprise.

A strong corporate culture can attract outstanding new talent.

When a company has clear and attractive values, and respects and advocates employee participation, it will attract more talents with common values to join, thereby further strengthening the corporate moat.



CONCLUSION

In conclusion, establishing and maintaining corporate culture through the Employee Engagement Program is equivalent to building a protective corporate moat.
This not only :



Enhance the internal cohesion

Enhance external competitiveness of the company



But also



Enables the company to stand firm in the fierce market competition

Part 3

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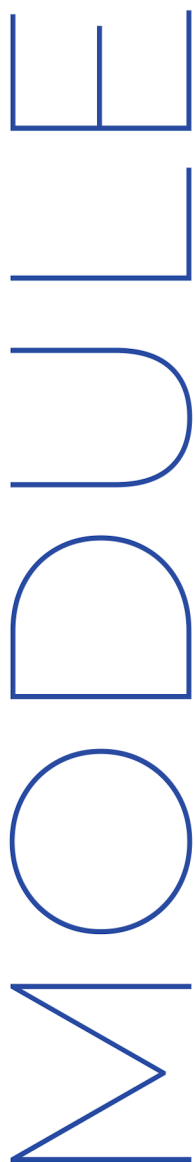
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10 Modules of Employee Engagement



Module Overview



01. Employee Survey, Feedback and Voice
02. Company Culture
03. Onboarding and Orientation
04. Well-being & Benefits
05. Celebrations & Event
06. Recognition and Rewards
07. Training, Development, and Learning
08. Team Building and Collaboration
09. Communication and Feedback Channels
10. Personal Support





Employee, Feedback and Voice

Gathering employee feedback, insights, and ideas

OBJECTIVES

Establish effective channels for gathering employee feedback, insights, and ideas.

It aims to create a culture of open communication, active listening, and continuous improvement within the organization can gain valuable insights into employee satisfaction, engagement, and areas for improvement, leading to a more positive and productive work environment.

Our Testimonial



Thank you once again for the devotion and thoughtfulness that Rosy Sky team put behind as Shiseido's extended team, it was a good self-reflection to our team in terms of "collaboration" and "innovations". There is always room for improvement from "good to great" and I hope this marks an important milestone for both of us in "employee engagement".

THANK YOU.

**Shiseido Hong Kong
Limited**



FOCUS OF THIS MODULE

It is to provide employees with opportunities to voice their opinions, share suggestions, and participate in shaping the workplace.

IMPLEMENTATION

Initiatives include :

- Regular employee surveys
- Employee Experience Index (EXI)
- Employee-driven initiatives or projects
- Regular feedback sessions
- Employee suggestion box
- Employee feedback forums

Our Testimonial

Your enthusiasm by providing different suggestion and designs brought us about a feeling that we should work with you this year. We were really enjoying your professional service and trying your best to solve all problems. Thank you very much for all your efforts to bring about a memorable evening for all of us!

Christian Dior

The Benefit of Collecting Feedbacks

Through this module, the organization demonstrates its commitment to creating a culture of transparency, employee engagement, and continuous improvement.

By actively seeking and valuing employee feedback, the organization acknowledges the importance of involving employees in decision-making, fostering a sense of ownership, and creating a workplace where every voice is heard and valued.



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Company Culture

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Cultivate and strengthen
the desired company culture

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OBJECTIVES

To cultivate and strengthen the desired company culture that aligns with the organization's values and principles.

It aims to foster a positive and inclusive work environment where employees feel connected, motivated, and proud to be a part of the company.



FOCUS OF THIS MODULE

Promoting, nurturing, and sustaining the company culture through various initiatives and activities.

It emphasizes creating opportunities for employees to actively engage with the company's values, contribute to the community, and foster a sense of innovation and knowledge sharing.

IMPLEMENTATION

Some initiatives include :

- Company culture new launch
- Company values promotion
- Sustainability week
- Volunteer opportunities
- Innovation workshops to generate ideas
- Knowledge sharing platform
- Social responsibility initiatives
- Community service projects

THE BENEFITS OF COMPANY CULTURE

By implementing this module, the organization seeks to enhance employee satisfaction, loyalty, and retention by building a strong company culture that reflects its core values

It aims to create a workplace environment that encourages

- Collaboration;
- Creativity;
- A shared sense of purpose among employees



Employees are encouraged to actively participate, contribute, and align themselves with the company's cultural aspirations.

Module # 3

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Onboarding and Orientation



OBJECTIVES

To ensure a smooth and effective onboarding process for new employees, allowing them to quickly adapt to the company culture, understand their roles and responsibilities, and establish connections within the organization.

It aims to create a positive and engaging experience for new hires, setting the foundation for their long-term success and integration into the company.



FOCUS OF THIS MODULE

The focus of this module is on providing a structured and comprehensive onboarding and orientation program that encompasses various elements.

It emphasizes :

- Creating a welcoming and supportive environment for new employees
- Fostering their sense of belonging;
- Facilitating their integration into the organization



The module also includes initiatives to encourage employee referrals, mentorship opportunities, and cross-departmental collaboration.

IMPLEMENTATION

Initiatives include :

- Induction program
- Induction videos production
- Onboarding program
- Welcome pack to new joiners
- Branded stationery
- Employee referral program
- Lunch and mentor sessions
- Internal job shadowing
- Coffee roulette for paired employees

THE BENEFITS OF ONBOARDING & ORIENTATION

It enhance employee retention, job satisfaction, and productivity by setting new hires up for success from the beginning. Through initiatives, new employees are guided through their onboarding journey and provided with resources, support, and connections to facilitate their integration into the company.

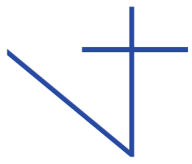
Our Testimonial



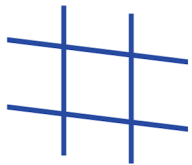
**GUCCI GROUP
(HONG KONG)
LIMITED**

Thanks for landing our expectation to reality; You can always capture even the tiniest idea from us and leveraging your expertise and network to make it happened and presents decently. That is professional!

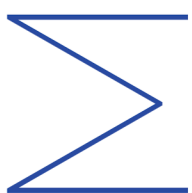
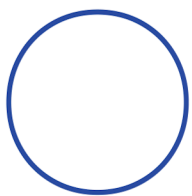
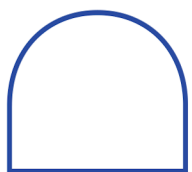
Thank you and looking forward to have your support in the future.



Well-being & Benefits



Create a supportive
and inclusive work environment



OBJECTIVES

To prioritize employee well-being, promote a healthy work-life balance, and enhance the overall physical and mental wellness of employees.

It aims to create a supportive and inclusive work environment that values and supports employee health, happiness, and personal growth. The module focuses on providing a range of benefits, resources, and initiatives that contribute to the holistic wellbeing of employees.

FOCUS OF WELL-BEING

It is focused to revamp employee benefits and policies, promote wellness activities and challenges, and foster a culture of kindness and support within the organization.

It includes initiatives to :

- Improve the employee handbook
- Review and optimize staff benefits
- Create a staff sales marketplace
- Offer a variety of wellness programs

IMPLEMENTATION

Initiatives for well-being includes :

- Revamp employee handbook
- Review staff benefits
- Staff sales marketplace
- Random acts of kindness
- Flexible work arrangements
- Lunch clubs
- Lunchtime fitness activities
- Health and wellness challenges
 - Fitness challenges
 - Meditation sessions
 - Mindfulness exercises
 - Yoga classes
 - Step challenges
 - Hydration
 - Nutrition
 - Mental well-being

BENEFITS OF PROMOTING WELL-BEING

It helps improve employee satisfaction, engagement, and productivity by prioritizing employee wellbeing. Through initiatives, employees are provided with the resources and support they need to maintain a healthy work-life balance and thrive both professionally and personally.

The module also focuses on enhancing employee benefits and policies to align with employee needs and create a positive and supportive work environment.

Our Testimonial

I want to say thank you for your excellent service. You supported us a lot and gave us an extra attention on our project. The response was extremely great within a very limited preparation time.

With your experience, knowledge and professionalism makes our event looks amazing.

Thank you for your support all the way! Sure we stay in touch for our upcoming projects.

Bottega Veneta



5

Celebrations and Event

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Foster a positive
and inclusive work culture

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OBJECTIVES

The purpose is to foster a positive and inclusive work culture by organizing various celebrations and events that bring employees together, recognize their achievements, and create opportunities for connection and fun.

It aims to :

01 Strengthen employee engagement

02 Build camaraderie

03 Enhance the overall employee experience within the organization

FOCUS OF THIS MODULE

Plan and execute a wide range of celebrations and events that cater to different occasions and themes.

IMPLEMENTATION

It includes initiatives such as :

- | | |
|--|---|
| <input type="checkbox"/> Annual dinner / Party | <input type="checkbox"/> Family & Fun Day |
| <input type="checkbox"/> Townhall meetings | <input type="checkbox"/> Company-wide games |
| <input type="checkbox"/> Regional meetings | <input type="checkbox"/> Company quizzes |
| <input type="checkbox"/> Offsite outings | <input type="checkbox"/> Company-wide challenges |
| <input type="checkbox"/> Company retreats | <input type="checkbox"/> Bring your pet to work Day |
| <input type="checkbox"/> New office opening | <input type="checkbox"/> Bring your Kids to work |
| <input type="checkbox"/> Office tour | <input type="checkbox"/> Team-based competitions |
| <input type="checkbox"/> Festive packs | <input type="checkbox"/> Work anniversary |
| <input type="checkbox"/> Management retirement | <input type="checkbox"/> celebration |
| <input type="checkbox"/> Internal product launch | <input type="checkbox"/> Employee-driven charity |
| <input type="checkbox"/> Monthly themed | <input type="checkbox"/> campaigns |

celebrations

(Movie nights, cultural festivals)

THE BENEFIT OF CELEBRATIONS AND EVENT

Create a vibrant and engaging work environment where employees feel valued, connected, and celebrated. These celebrations and events not only recognize and appreciate employee contributions but also provide opportunities for employees to interact, collaborate, and build meaningful relationships across teams.

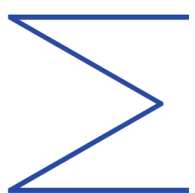
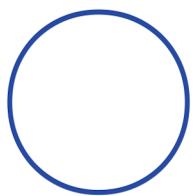
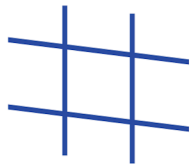


Summary

The module focuses on promoting a positive workplace culture, fostering teamwork and innovation, and creating memorable experiences that contribute to employee satisfaction and retention.



Recognition and Rewards



OBJECTIVES

To establish a culture of recognition and appreciation within the organization.

It aims to acknowledge and reward employees for their hard work, exceptional performance, dedication, and milestones. By implementing effective recognition and rewards initiatives, the organization seeks to boost employee morale, motivation, and job satisfaction, ultimately fostering a positive and supportive work environment.



FOCUS OF THIS MODULE

To design and implement a comprehensive recognition and rewards program that encompasses various initiatives.

IMPLEMENTATION

It includes activities such as

- Employee of the month / Year awards
- Staff performance awards
- Good attendance awards
- Certificates or plaques
- Long service award
- Employee work anniversary celebrations
- Recognition program
- Employee spotlight on social media
- Employee spotlight on internal channel
- Employee recognition wall
- Employee appreciation wall or platform
- Team appreciation days
- Employee recognition awards
- Employee art gallery
- Employee talent showcase
- Personalized milestone celebrations

THE BENEFITS OF RECOGNITION & REWARDS

Through this module, the organization aims to cultivate a culture of appreciation and gratitude, where employees' contributions and achievements are acknowledged and celebrated so as to enhance employee engagement, retention, and overall job satisfaction.

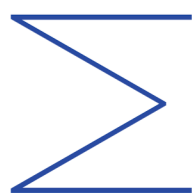
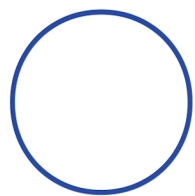
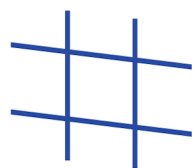
This module emphasizes the importance of valuing and recognizing employees as individuals and as part of a team, fostering a sense of belonging, pride, and motivation.

Our Testimonial



PayPal Hong Kong
Limited

You had given us various new inputs every meeting and all your ideas was very helpful and gave me new perspective on available opportunities. If I need any kind of assistance in future, I will definitely look up to you. Once again, I would like to extend my thanks and appreciation to you for such an excellent work."



Training, Development, and Learning

OBJECTIVES

Foster a culture of continuous learning and professional development within the organization.

It aims to provide employees with opportunities to enhance their skills, knowledge, and capabilities, enabling them to grow both personally and professionally. By investing in training, development, and learning initiatives, the organization aims to empower employees, improve job performance, and drive overall organizational success.



FOCUS OF THIS MODULE

The focus of this module is to design and implement various training, development, and learning initiatives that cater to the diverse needs and interests of employees.

IMPLEMENTATION

Some initiatives include :

- Talks and lunch and learn sessions
- In-house MBA training
- Gamification of learning
- Book discussions
- Learning circles
- Mentorship circles
- Mentorship program
- Reverse mentoring program
- Skill-sharing sessions
- Knowledge sharing sessions
- Online learning resources and platforms
- Employee-driven knowledge sharing sessions
- Diversity and inclusion training
- Continuous learning programs

THE BENEFITS OF TRAINING, DEVELOPMENT & LEARNING

Create a supportive learning environment where employees have access to valuable resources, expert insights, and skill-building opportunities. By offering a range of learning initiatives, the organization've learned how to nurture talent, foster innovation, and promote a growth mindset.

This module emphasizes the importance of

- Continuous learning;
- Knowledge sharing;
- Development of both technical and soft skills to enhance employee engagement, job satisfaction, and retention.

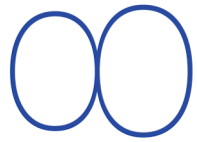
Our Testimonial

Danone Nutricia
(ELN HK)

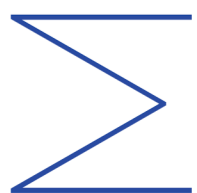
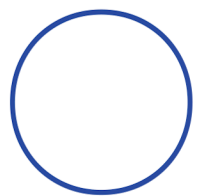
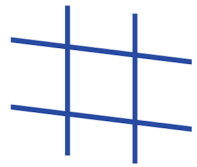
It was pleasure working with you together and thank you very much for getting everything done on short notice.

From the very first day, when we requested team building activity, we found professional and friendly from you.





Team Building and Collaboration



OBJECTIVES

Foster strong teamwork, collaboration, and a sense of camaraderie among employees.



It aims to create a positive and inclusive work environment where individuals can work together effectively, leverage their collective strengths, and achieve common goals. By promoting team building and collaboration, the organization seeks to enhance communication, trust, and synergy among employees, leading to increased productivity and overall organizational success.

FOCUS OF THIS MODULE

The focus of this module is to design and implement activities and initiatives that facilitate team building and collaboration.

IMPLEMENTATION

Some initiatives include :

- Team-building activities
- Store visits and office visits
- Happy friday happy hour
- Casual social gatherings
- Online team challenges
- Internal networking events
- Cross-functional projects
- Collaborative problem-solving sessions
- Employee-driven innovation award
- Employee-led clubs or interest groups
- Innovation sprints
- Virtual creativity challenges

BENEFITS OF TEAM BUILDING

Create the opportunities for employees to connect, build relationships, and work together on shared projects and challenges. It emphasizes the importance of effective teamwork, open communication, and the ability to collaborate across departments and functions.

By encouraging employee involvement and providing platforms for collaboration, organization have learned how to foster creativity, innovation, and a sense of belonging. This module promotes a collaborative culture where employees feel valued, supported, and motivated to contribute their best to the team's success.

Our Testimonial

Thank you very much for your devotion and support to our team building activities!

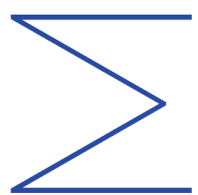
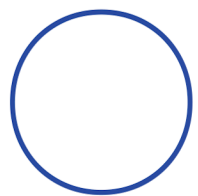
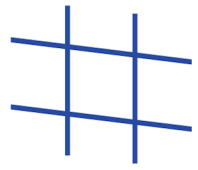
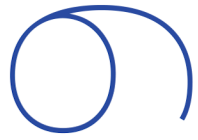
With such a short and tight schedule, you have demonstrated your flexibility, efficiency and excellent idea and content design professionally which meet up to our expectation.

We receive many positive feedbacks and our colleagues enjoyed it very much!

We appreciate your support with the whole project and we look forward to our next project collaboration.

*Greater Bay Area Homeland
Investments Limited*





Communication and Feedback Channels

OBJECTIVES

The purpose of this module is to foster a culture of continuous learning and professional development within the organization.

It aims to provide employees with opportunities to enhance their skills, knowledge, and capabilities, enabling them to grow both personally and professionally. By investing in training, development, and learning initiatives, the organization aims to empower employees, improve job performance, and drive overall organizational success.



FOCUS OF THIS MODULE

The focus of this module is to implement various communication and feedback channels that facilitate information sharing, interaction, and collaboration among employees.



IMPLEMENTATION

Some initiatives include :

- Internal newsletter
- Regular company updates and news
- Coffee chats with leadership team
- Internal social media groups
- Employee blog or newsletter
- Collaboration and innovation platforms

BENEFITS

Through this module, the organization aims to establish a culture of open communication, transparency, and employee engagement. It recognizes the importance of providing timely and relevant information to employees and creating platforms for their voices to be heard.

By facilitating effective communication channels and feedback mechanisms, the organization seeks to foster :

- a sense of belonging;
- involvement;
- a shared ownership among employees



This module promotes a two-way communication flow, enabling employees to stay connected, contribute their ideas, and provide valuable feedback for continuous improvement and organizational success.

Module # 10

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Personal Support



OBJECTIVES

The purpose of this module is to provide personalized support and resources for employees' personal and professional development.



It aims to empower employees to enhance their skills, achieve their personal goals, and advance in their careers. By offering opportunities for personal growth and development, the organization seeks to foster employee engagement, satisfaction, and long-term commitment.

FOCUS OF THIS MODULE

The focus of this module is to provide various avenues of personal support.

These initiatives aim to address individual employees' needs, aspirations, and growth areas, promoting their continuous learning and personal development.

IMPLEMENTATION

It includes activities such as :

- Personal goal setting
- Personal development workshop
- Career development workshops
- Personalized development plans
- Individualized plans for professional growth

THE BENEFITS OF PERSONAL SUPPORT

Through this module, the organization recognizes the importance of investing in employees' personal growth and career advancement. It acknowledges that employees' professional development goes hand in hand with their overall well-being and satisfaction.

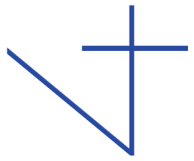
By offering personalized support and resources, the organization seeks to empower employees to :

- take ownership of their development journey;
- set meaningful goals;
- acquire new skills and knowledge

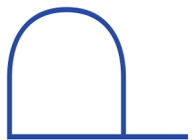
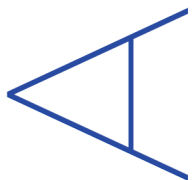
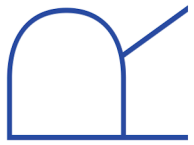
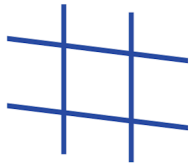
Summary

This module emphasizes the organization's commitment to fostering a culture of growth, learning, and continuous improvement, where employees are supported in their personal and professional aspirations.

Part 4



About Rosy Sky



ABOUT ROSY SKY

Reimagine your Corporate Culture

Rosy Sky is the **FIRST employee engagement agency** in Hong Kong, providing customized roadmap from strategic planning to project execution and event management services in a holistic approach to enhance **Employee Experience (EX)**, strengthen the **Psychological Safety** in workplace, and promote **Emotional Connection**.

We focus on all-rounded Employee Engagement Initiatives, offering 4 Key Pillars on (1) **Employee Communications Strategies**; (2) **Internal Engagement**; (3) **Learning & Development**; (4) **Event Management & Production**, ranging from Townhall, Kick-off Meeting, Annual Celebration, Award Presentation, Regional Conference, Team Building, Sustainability Week, Kids Day, Festive Party, Incentive Trip, etc. Rosy Sky successfully won a wide range of corporate clients, especially luxury brands, with 100% compliments and a high client retention rate. We are in Business for Clients: **LVMH Fashion Group, Gucci, Christian Dior, Bulgari, Bottega Veneta, Salvatore Ferragamo, Pandora, Swarovski, L'Oréal, Shiseido, VF Group, AIA, Prudential, AXA, HSBC, Hang Seng Bank, BOC Life, China Mobile International, PayPal, Nestle, Starbucks, JLL, Towngas, JTH Group, HKTV, Nu Skin**, etc.

Rosy Sky, your #1 extended team.

OUR SERVICE PILLARS

01 EMPLOYEE COMMUNICATIONS STRATEGIES

- Event Souvenirs
- Corporate Gifts
- Festive Hamper / Birthday Gifts
- New Joiners Welcome Pack
- Annual items / Branded Stationery
- Caring Packs (e.g. Masks / RAT Kits)
- Surprise Items (e.g. Management Retirement Gift)
- Delivery to door / butler services

02 INTERNAL ENGAGEMENT INITIATIVES

- Employee Onboarding & Induction Program
- Gamification at Work
- Embrace Vision Mission Value
- Formulate Communication Content
- Boost Interest in existing Channels
- Sustainability, ESG, CSR initiatives
- Physical and Mental Wellbeing
- Festive & Thematic Campaigns
- Employee Experience Index Assessment

03 LEARNING & DEVELOPMENT

- Strengthen Team Bonding
- Deliver Clear Purpose
- Team Gathering
- Team Building Program
- Training / Workshop
- Coaching
- Focus Group
- Incentive Trips (In-town / Out-town)

04 EVENT MANAGEMENT & PRODUCTION

- Concept Creation
- Theme Proposal & Content Strategy Planning
- Program Design & Key Message Development
- Event Logistic Planning & Show Management
- Production & On-site Management
- Talent Liaison & Coordination
- Photography & Video Production





CONTACT

*We thank you for your continued support
in our efforts to contribute to the
employee engagement !*



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