

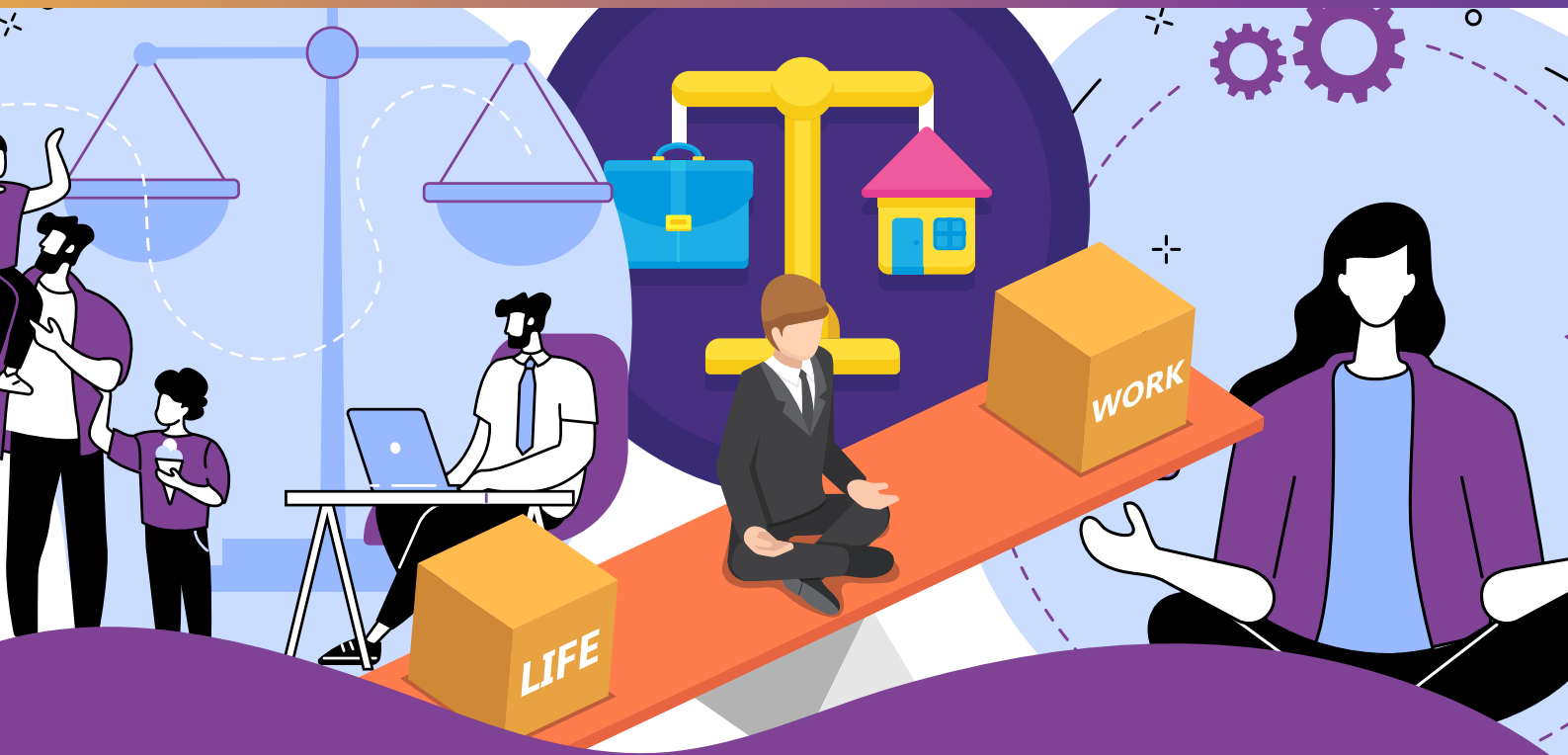


**RT & Co. STRATEGIC
PROCESSES, INC.**

Drivers of Strategic Thinking

7Fs WORK-LIFE ALIGNMENT PROGRAM

Engaging and Retaining Key Talents



CONTACT US

Website: www.rtcospi.com

Email: info@rtcosp.com

Facebook: <https://www.facebook.com/RTCoSPI/>

LEARNING OBJECTIVES

AWARENESS

Enhance participant's awareness on the importance of positive personal and family well-being, and how this affects their performance in the workplace.

TOOLS

Understand the tools available for enhancing personal and family well-being and provide opportunities to apply these tools effectively.

WELL-BEING

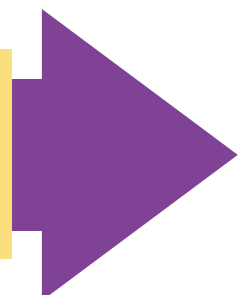
Create an improved sense of well-being and enhanced work performance by making changes in a participant's personal and work life.

DELIVERY APPROACH

**Talks and
Keynote
Speeches**

**Individual and
Group
Activities**

Reflections



7Fs WORK-LIFE ALIGNMENT PROGRAM





FAMILY

Family is the single most important influence in a child's life. From their first moments of life, children depend on parents and family to protect them and provide for their needs. Parents and family form a child's first relationships. They are a child's first teachers and act as role models in how to act and how to experience the world around them.

BEST PRACTICES EXAMPLES

Family Conversations
Work Policies on Overtime, Schedule
Marriage and Parenting Seminars
Couple's Retreat



FRIENDS AT WORK

“Those who [have a best friend at work] are seven times as likely to be engaged in their jobs”.
... it improves their happiness, motivation, and productivity.” - Gallup 2018

Benefits of Friends at Work

Increase job satisfaction

Increase job production

Friendly challenges to improve

Less turnover

BEST PRACTICES EXAMPLES

Acoustic Nights

Movie Nights

Team Dinners



FAITH

"Work is the expenditure of energy (manual or mental or both) in the service of others, which brings fulfillment to the worker, benefit to the community, and glory to God." - John Stott

JOB SATISFACTION

Finding pleasure and happiness in the job we are doing regardless of the challenges.

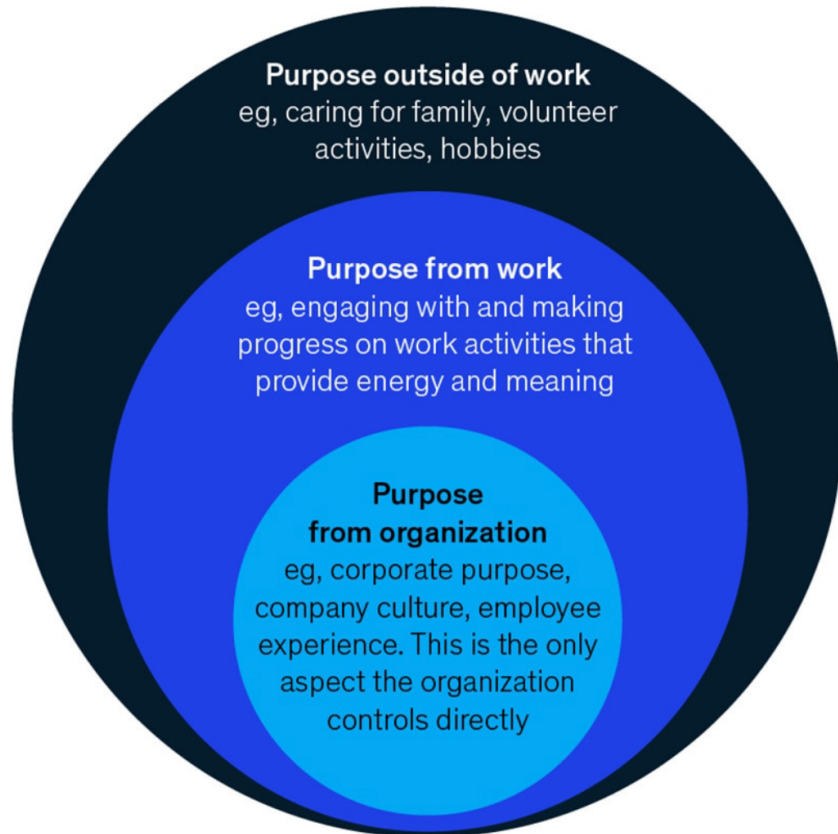
BEST PRACTICES EXAMPLES

Corporate chaplain
Devotions as part of intra-communication
Faith Conversations
Chapel Time



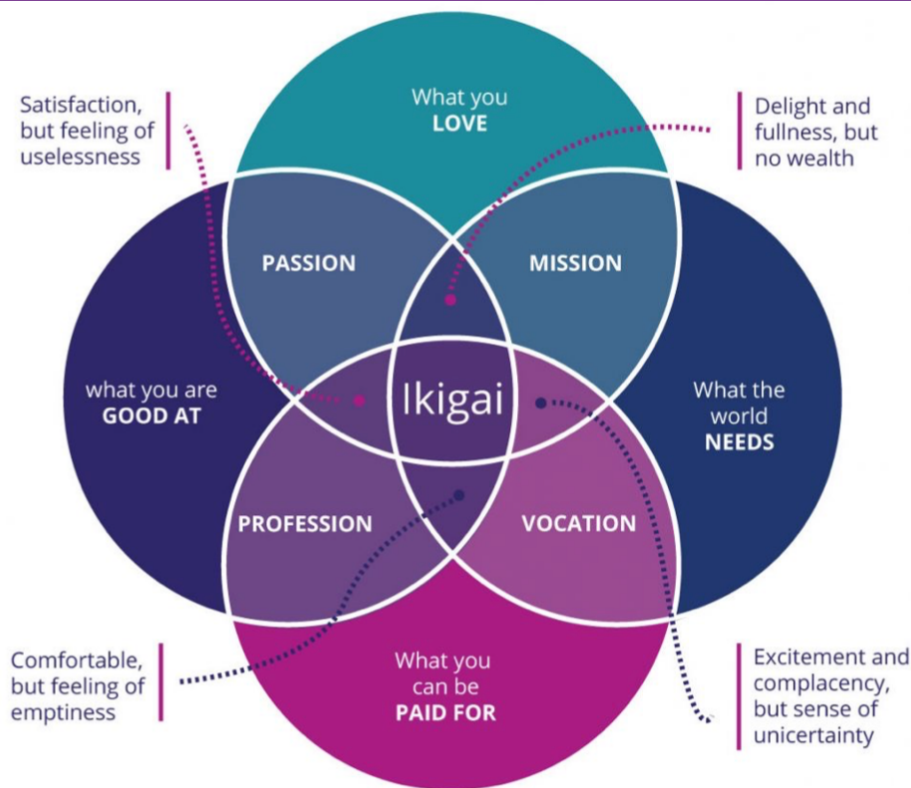
FULFILLMENT

The relationship
between individual
purpose and work



What are employees looking for? During this time of the pandemic, employees are realizing what is really important for them and that is to take care of their well-being. So, they are looking for organizations that will care for them not just employees but as human beings.

IKIGAI



Ikigai is a Japanese concept that means your 'reason for being.' 'Iki' in Japanese means 'life,' and 'gai' describes value or worth. Your ikigai is your life purpose or your bliss.

Finding meaningful and satisfying employment has become one of life's greatest pursuits. Those who find it tend to lead happier lives and are more committed to their jobs. As such, connecting employees with the meaningful aspects of their work should be a priority for employers.



FITNESS TOTAL WELL-BEING

- Is being and feeling well, physically, mentally, financially and socially. It's the experience of health and happiness, social connection, engagement and having a sense of purpose. When you are well, life is at its most satisfying.
- Individuals with high levels of well-being are more productive at work and can contribute more to society.

BEST PRACTICES EXAMPLES

Exercise Programs After Work (gym, Zumba, subsidized gym memberships)

Enhance OSHS of the company (work environment, meals, etc.)

OSHS Education

Mental Health Education esp. among leaders



FINANCE

Employees' financial issues can affect the business...

- An increase in stress among employees
- Workers' inability to focus at work
- Absenteeism and tardiness
- Increased possibility to commit crime, domestic violence

BEST PRACTICES EXAMPLES

Policies On Debt, Credit Cards

Financial Coach

Personal Finance Management Seminars

Shocking Facts! Filipino Households Saving & Investing



Only 2 out of 8
Filipino households
have a bank
deposit account

P6,875

Median balance of
peso deposit account

Bank
Deposits

VS.

Stock
Funds

0.375%

19%

5-year return of
a mutual fund

Percentage of households
in Metro Manila that own

**THE AVERAGE FILIPINO IS
FINANCIALLY ILLITERATE.**

51.5%

spent as much as
their income

4.6%

spent less than
their income



7 in 10 own their home
1 in 6 own real property
other than their home

1 in 5 households receives
financial assistance abroad

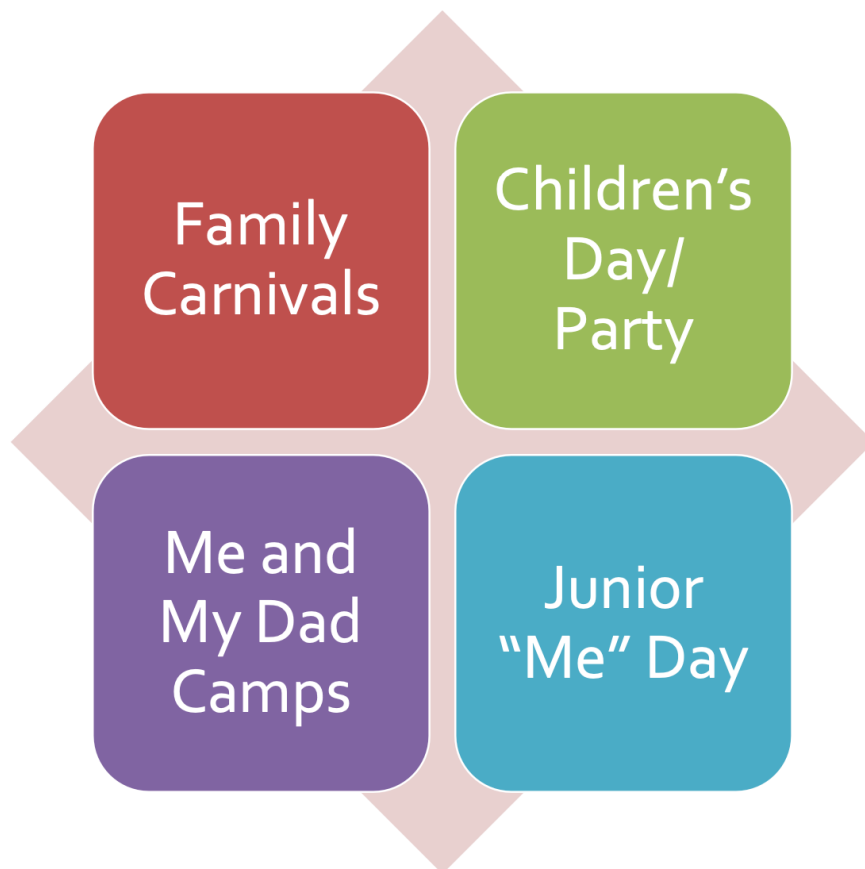


4 out of 10
says they will
put any surplus
money in the
bank



FUN

BEST PRACTICES EXAMPLES





It is **NOT** a **TRAINING**, but it is building an **ORGANIZATIONAL CULTURE & BEHAVIOR** that looks at an employee as a whole person and the organization has the responsibility in taking care of the employee in every aspect in his life. It must be seen in our **vision, mission, core values, policies, procedures, goals and objectives.**



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Drivers of Strategic Thinking

Programs and Services

- Strategic Thinking Process
- Systematic and Creative Thinking Process
- Strategic Product and Innovation Process
- Strategy Execution Framework
- Engaging and Retaining Key Talents

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