



THE ENGAGEMENT JACKPOT

An Engagement Calendar specially curated
for building happy employees

AUGUST - OCTOBER
- 2020 -

Dear HR Homies,

It's been half a year of us battling against the pandemic, working from home, and absolutely not anything like what we could have imagined. They say that the best catalyst for innovation is reaction to an emergency and the HR space has revolutionized with the pandemic for the better. The need to engage and motivate our employees is now more than ever.

We are extremely honoured by your feedback on the last version of the engagement calendar which was ecstatic, and it felt good to hear. In these times, Xoxoday Empuls has proven to be crucial in keeping the engagement levels up, connecting people, and removing the social-disconnect element.

As the pandemic calls for proactive measures, Empuls is a truly power-packed platform to take them up. Keeping the ball rolling.

Here's a plan for your next engagement initiatives that would bolster your organization's morale and your valued employees would stay connected, happy and engaged.

**Cheers to a high engagement experience
with your folks!**

What's inside?



Inspiration

Plan your engagement calendar, to identify your employees interests and organization's important dates.



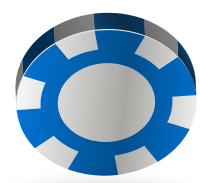
Discovery

Uncover new, fun areas that will give you and your employees a reason to celebrate.

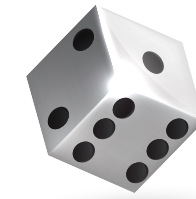


Knowledge

Improve your engagement and performance practices every month with helpful tips and best practices.



August

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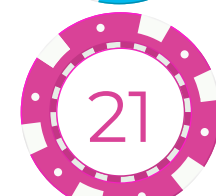
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Don't miss any celebration!



National Watermelon Day



Celebrating Friends at work



Indian Independence Day



Poet's Day



Bow Tie Day



National Watermelon Day

Watermelon is 92% water, tasty and a perfect refresher. To stay hydrated and promote healthy eating. Encourage your folks to eat right! With a national watermelon day, we can let them groove it in, It doesn't have to stop at chopped fruit...watermelon juice or watermelon ice pops!



Your post can go like...

It's Raining Watermelon

"We've been binge eating and watching netflix all day, It's time we focus on some healthy eating here, never did we hear of a watermelon day! Did we??"

Food Days are, well, completely arbitrary and random, but any excuse to celebrate everyone's favorite summer fruit sounds like a good one to us.

If you're one of the rare folks who can resist the urge to scarf up every random watermelon bit sprawled across the cutting board, there's plenty to do with your oddly shaped chunks of watermelon.

Let's share some creative watermelon salads, smoothie, mocktail recipes, or simply post pictures of some juicy and colorful watermelon. Go on!

They say, we don't need a special reason to make Monday's special. Well, we do have a watermelon reason to make this day all fun.

Keep them coming!!!"





Celebrating Friends at work

It's always great to celebrate and commemorate the bond of meaningful friendship. Most of your folks are baffled or are blank on those good old office days, when they had a cool buddy at work who always had their back. Let's help them enjoy the friends' moments.



Your post can go like...

My Work Buddy!!!

Pals at work are always special. They keep us united and in high spirit. Unlike pre-covid times, we don't get to meet our dear friends at work often. But let's not take our bond away.

Let's splash some colors to our office friendship and the beautiful relationships we have built at work.

For every colour badge, you might have a dear friend in your mind. Tag that friend and dedicate one colour for him/her and share the reason why.

#FriendshipDay #ColoursOfFriendship



Your color badges can go like...



**Purple For
Foodie Friend**



**Brown For
Coffee Buddy**



**White For
Calm Friend**



**Red For Angry
Bird Friend**



**Green For
Gossip Friend**



**Blue For
Travel Pal**

**Yellow For
Tag-Along
Movie Friend**



**Orange for
Shopping
Buddy**



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Indian Independence Day

On the occasion of India's 74th Independence Day, your folks will surely miss the ethnic day & special celebrations that's a yearly ritual at work. Let the energy & aura stay high, let them sway the tri colors with pride , the empuls way!



Your post can go like...

Celebrating Tri-colors

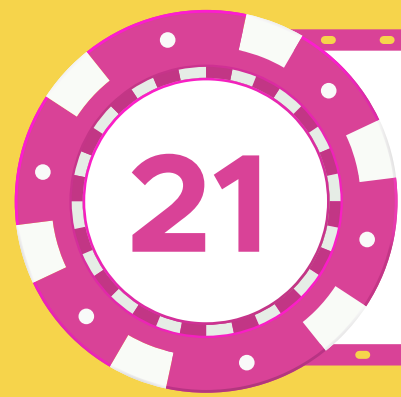
“As India celebrates its 74th Independence day. Our yearly celebrations will be different this time. That still holds our true spirit of patriotism with style and grandeur

Let this platform be filled with layers of tri-colors. Here is a chance to display the most creative side of yours with a tiranga theme.

A tri-colored picture, attire, accessories or displaying a tasty food adorned with these colors. Think of all the different ways you can, to stand out from the crowd.

The most creative pic with the maximum hi-fi's could definitely get you some brownie points.”





Poet's Day

Poetry... We hear the term bandied about all the time, and there isn't one of us that avoided writing some in our younger days. Whether that poetry was written by the dictate of our instructors in school, or driven by hormone-fueled teenage angst, there was a portfolio of our work available to embarrass or edify us. Let's Give our employees a chance to reminisce about this beautiful art and bring in their creative side at the best. To make it more interesting, you can give a theme that suits them the best Eg: Work from Home, My team, Nature, I miss my office, Pre-covid times, The new normal etc, Travel , Family etc....



Your post can go like...

Calling all Poets !!!

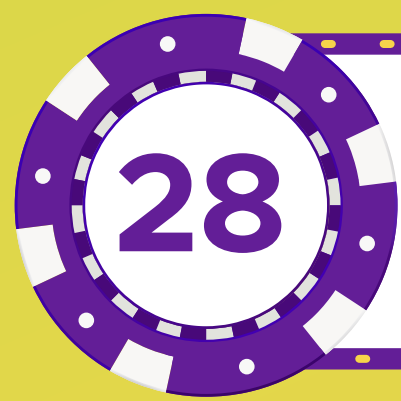
“ Fancy yourself as the next Keats, Wordsworth or Shakespeare? Poetry At Work Day is a chance to let those creative talents shine.

Let your creative juices flow and see the beauty in what you do. Whether you spend your free time binge watching series, regular work-out, gardening,

cooking, teaching children, spend quality time with your dear ones or closing deals, there's inspiration all around. Many of us struggle to find the time to exercise our brains in a creative manner, and this is an opportunity to feel free and to put thoughts, ideas, opinions and feelings flowing by in your style.

Tag your friend to post 3-4 lines in their style and let us fill up the platform with fine-tuned words that flow.”





Bow Tie Day

Working remote or not, it's always good to fuel some excitement at work, to break the usual blues, let's excite the teams with a Bow tie day, where they could share a team pic with all members wearing a real bow tie or anything that they made with a paper or ribbon.



Your post can go like...

So What Do We Have In Store Today?

We do miss our days when we got to flaunt our wardrobe, today let's get to do something different and fun. Team connect, calls and daily status update needn't be the same old way, geared for something really cool?

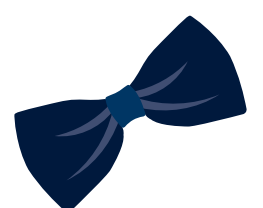
Many pieces of clothing can be paired with the flourished bow. Sure, it may look a little dated, but the classics never truly die

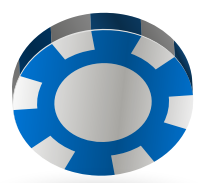
We know many characters that have been notably wearing bow ties, including the ever-popular James Bond, in all of his different actors, the bow tie is always there, giving the actor an air of distinguished quality.

So how are we going to do it here?

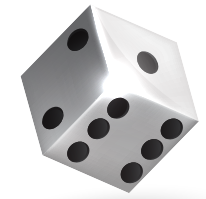
1. Snag a bow tie, wear it and click a pic and post it here. This can get more fun, if we can get a team pic with all of you wearing a bowtie.
2. Tag and challenge a stylish colleague or team who you think should post their pics here
3. Give maximum 'Like' & 'Hi-fi' to all the pics pouring in today, just to keep the cool spirit alive!

Let's see how the use of this small, but extremely elegant addition to your daily wear does the magic, wear them with pride this Bow Tie Day!"





September

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Don't miss any celebration!



The International Literacy Day



The Wow Corner



The Fitness Challenge

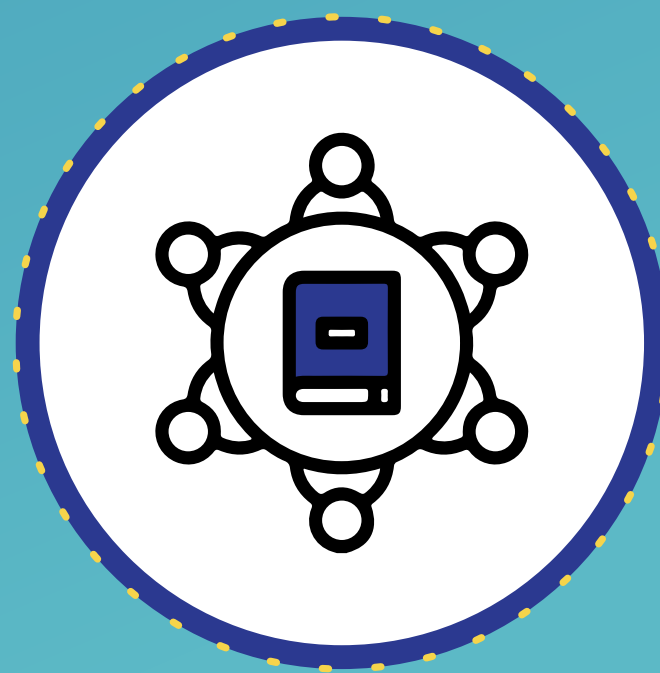


The International Literacy Day

Groups:



Learning & Development



Book Club



Officepedia

The International Literacy Day is celebrated on 8th September every year ... a literate person is not necessarily fully equipped to solve a life or work problem. Creating and sharing creative assets you already have on hand can greatly contribute to raising literacy awareness.

If you are looking for a way to become more literacy-focused in your employees' lives, then starting a group on **'Learning & Development'** or **'Book Club'** or a **'Officepedia'** at work is a fantastic way to enrich your employees work experience and personal development. The benefits of reading every day can lower levels of stress, increase brain function, and increase overall levels of happiness and life satisfaction.

Use International Literacy Day as the perfect excuse to launch a new group on empulse to share and cultivate a culture of knowledge sharing at your workplace ! Here are some quick tips for making your groups a resounding success:

Encourage Them To

- Pick a book that is approachable and beneficial to all participants. Dare to Lead by Brene Brown is a great example of a book well-suited for a workplace book club.
- Share interesting books, certifications, link to webinars, ted talks that they think will be value add for the rest of the crowd.
- It's always best when such initiatives are advocated top-down manner too. Encourage your managers, leaders to contribute their best pieces of knowledge.
- Your folks can share their favorite quotes from their favorite author.
- Pick a day, prepare them for productive conversations in the group on any interesting topic, book or session. The facilitator should come prepared with some interesting discussion questions and topics of conversation from the pre-set topic.
- Encourage your audience to “Read Today” in honor of International Literacy Day with a cute bookworm graphic

“Celebrating #literacyweek”



The Wow Corner

Often we fail to realise the sweet nothings of our lives. The pandemic has given us a space to see through those details. Let your folks kindle those special or wow elements that relate to them. It could be the new skills they acquired, collectables they possess or a new found hobby.



Your post can go like...

The Wow Corner

Do you have a favorite corner or spot in your house? A spot where the sun unexpectedly shows up on a rainy day. A cool corner that contains some of the things that you love: animal prints, color, art, greenery, photo corner, kids art, sparkling crystal, or an old table clock.

Do you like collecting things and putting them together, & truly love no matter how disparate they may seem, they come together and just work.

Have you discovered a new hobby or leisure activity to spend your time on? Many have revived the habit of reading while others are rustling up gourmet meals in the kitchen. Some have discovered many other new hobbies like gardening, painting, poetry, teaching new tricks to your pets, collections, etc.

Let's share some interesting pictures of our wow corner, favorite spot, or a newfound hobby or collections..."

#thewowcorner

WOW



The Fitness Challenge

Aceing fitness goals can be a great way to get your employees excited to maintain a healthy lifestyle. In fact, an office fitness challenge can be the cornerstone of keeping them pumped up from the regular work routine.

How about some fun Goals Aced Badges?? Empuls the below mentioned task badges on separately and encourage your folks to post a related pic under the badges once they have nailed the task.



Your post can go like...

The Goals Aced Task Challenge

Deadlines, routines, meetings, team connect, calls, burnouts can dip our mood and can take a ride on our well-being. It's time to ace some fun task and goals

Well-being goals are different for all of us, for some it involves the idea that wellness and fitness encompasses the physical, mental and emotional. To some, it is even spiritual.

We will be posting 6 different 'Goals Aced Task Badges' Once you have nailed each task. Post a related pic under each badge.

The idea is to keep you guys pumped up and break the monotonous routine!
Make sure to tag your friends who you want to see complete the tasks and post a pic

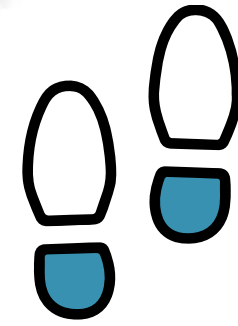
Stay Happy! Stay Healthy and keep your pictures coming"



Your Fitness Badges



30 MIN OF YOGA TIME



WALK MAX STEPS A DAY



EAT A HEALTHY MEAL



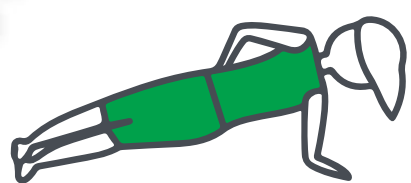
TIDY UP A MESSY ROOM



**VIDEO CALL A COLLEAGUE
AT WORK**



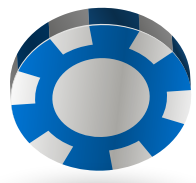
DRINK 8 GLASSES OF WATER



1 MIN PLANK ACED



I SMILED TODAY



October

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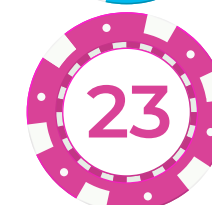
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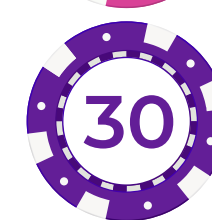
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Don't miss any celebration!



The All-Time Favorites



When I Am Lazy



Speak-X (Insert Company Name)



It's Halloween!!!



The All-Time Favorites

With movie shoots being on hold and film releases postponed. Most of us spend our free time re-watching our old favourites, enjoying the drama, action, comedy, and action all over again. It's now your employees can all the more relate themselves or their peers to fictional or real time heroes.



Post pics of some of the characters below or any other character you wish, to see how excited your folks will be to tag each other to relate them to the character.



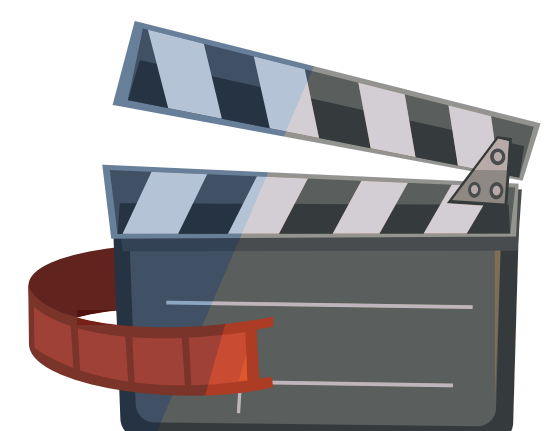
Your post can go like...

The All-Time Favorites Heroes - OFFICE EDITION

Have you ever been so involved in a story or adored a real life hero that you imagined yourself or someone else as the protagonist? Or have you ever read a book where you relate so strongly to a character that you think the author may have used them for inspiration?

“ Let us fuel this fantasy by tagging yourself or your colleagues for “Which character are you” fun time.

Now, How's that for a Friday Fun?”



Your Characters Badges



CHANDLER & JOEY from F . R . I . E . N . D . S series

A pair that shares a friendship bond as special as that of Chandler & Joey from friends

ALADDIN'S GENIE

Someone who's happy, fun-loving and always available to get things done magically well



SHERLOCK HOLMES

The one who is extremely observant and has a superficial eye for details



Mr BEAN

The comic star who could make anyone laugh any time

USAIN BOLT

The one that can beat records of getting things done at lightning speed



TOM & JERRY

The pair that might seem like opposite forces teasing and fighting each other but that's the secret relation hidden between them which makes them the good friends of each other

Bollywood Lovers Exclusive



MOGAMBO

The one who has solid will power to succeed and come back strong when knocked over!

GEET from JAB WE MET

The one who strongly believes and displays 'Main Apni Favorite Hoon'



CRIME MASTER GOGO from Andaz Apna Apna

The one who is up to any mischief or wicked ideas



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When I Am Lazy

Employers always talk about productivity, performance , goals, target etc. Have we ever given them a chance to speak out about what their lazy day is like?



Your post can go like...

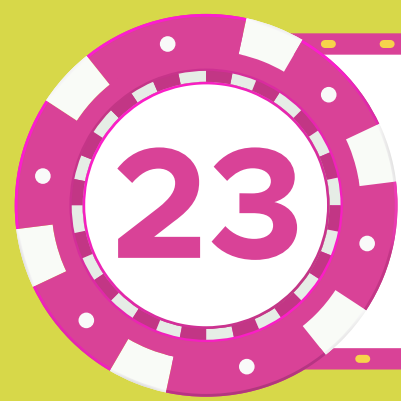
When I Am Lazy

Sleeping till noon, crawling up on the couch watching series back to back, a bowl of cereal would define a hearty meal etc. sounds like a perfect laid back lazy weekend isn't it?

A Lazy or laid-back day is an ideal excuse to take a break and enjoy some precious “me” time, without feeling guilty about it.

Comment or post a pic or meme and let us know what your lazy weekend is mostly like?





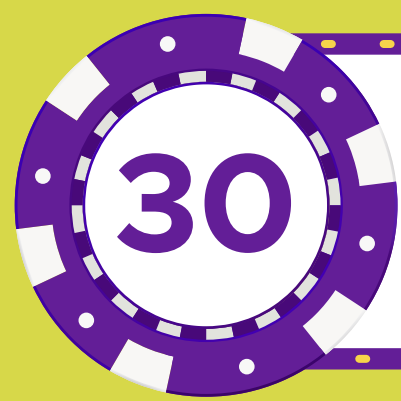
Speak-X (Insert Company Name)



Have your own company TEDx-like talks, where your employees get to share ideas, boost creativity and encourage innovation. An opportunity to make your workplace not limited to just work but more about the people there. Their ideas, experiences and aspirations.

You can create invites highlighting the speakers and their topic market it, with full power on empulse and create the buzz like a real tedx talk.

Employees will be delighted to hear their colleagues speak their interesting stories Once the practice is set, it will be a great practice to follow bi-weekly or monthly!



It's Halloween!!!

Why should halloween excite only kids? Celebrate this halloween by creating a fun environment for your employees.

Your workplace Halloween celebration doesn't need to be fancy or break the bank. It can be very simple, different and something cool. it will definitely be a

great way to introduce some liveliness into the workplace.



Dress up

Let your employees' personalities shine, but set guidelines for appropriate Halloween costumes. Remember to reward the employee with the best (or most creative) costume.



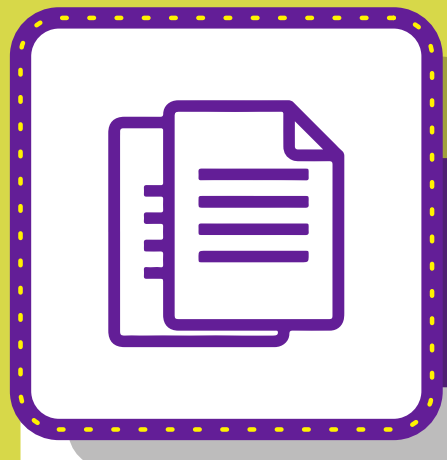
Spooky Team Names

When they work in a team, they get super creative. Ask them to come up with a Spooky name for their team and spookier names for each member in the team and share a crazy team pic



Pumpkin Challenge

Throw in a pumpkin carving challenge or create a pumpkin craft, painting that they can share on empuls and gain all likes and hi-fi's



Your post can go like...

The Goals Aced Task Challenge

What's the most frightening Halloween workday you can imagine?

....a day full of BOOring meetings?

...SPOOKY slow communication?

....Feeling SCARY alone while working from home?

Let's bring the spirit of halloween live at work....

How about we all dress up in the most creative way, crazy hat, the most colorful attire, crazy makeup or anything cool and totally spooky??

Post pictures of your crazy costumes or attire and bring the halloween vibe in!!!



**Hey Wait !!!
Don't Forget...**

Feedback is the breakfast of champions.

“

Measurement is the first step that leads to control and eventually to improvement. If you can't measure something, you can't understand it. If you can't understand it, you can't control it. If you can't control it, you can't improve it.

-H. James Harrington

”

Employees' voices have always been a part of organizational success. While you are putting in all the efforts that you can to ensure your folks are happy and engaged in today's dynamic work environment. You know your efforts are uber-effective when you hear it directly from them.

Running a Survey end of every month to check on how well they are enjoying every initiative of yours, can pave the way to success and build a strong culture of belonging.

Survey Questions

You may include simple and short questions like below

1. Do you feel excited to participate in the fun activities that we run?



Totally Yes!



Sometimes,
only when I am
in the right mood



I'd love to,
but don't find time

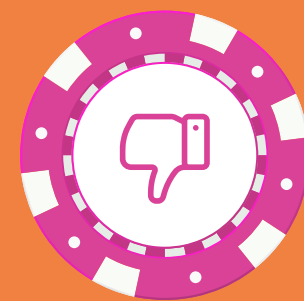


Sorry, not my
cup of tea!

2. Do you think we should keep doing more of such initiatives/activities?



Yes



No

3. Do you have any other suggestions or feedback you would like to share to make every activity more special and fun?

1. _____
2. _____
3. _____

What more??

Additionally... To kickstart the week, you can post bi weekly Mission Mondays & Opportunity Tuesday messages to build a seamless employee experience with your folks

Mission Monday

Tell the story of why your company exists. Your vision, mission or maybe a recent company win or how your company has emerged strong during the pandemic...Share the story with the whole team!



Opportunity Tuesday

What programs or benefits can you share with the team that they can take advantage of? Of all the great benefits that your company has. Pick one and Empuls a poster. Could be a hot offer running on the savings and benefit hub or an Employee Assistance Program you have recently launched.



**Stay Tuned for more fun
in our next release!**

Naz Parveen
Employee Engagement Specialist
Xoxoday