

RECHARGE

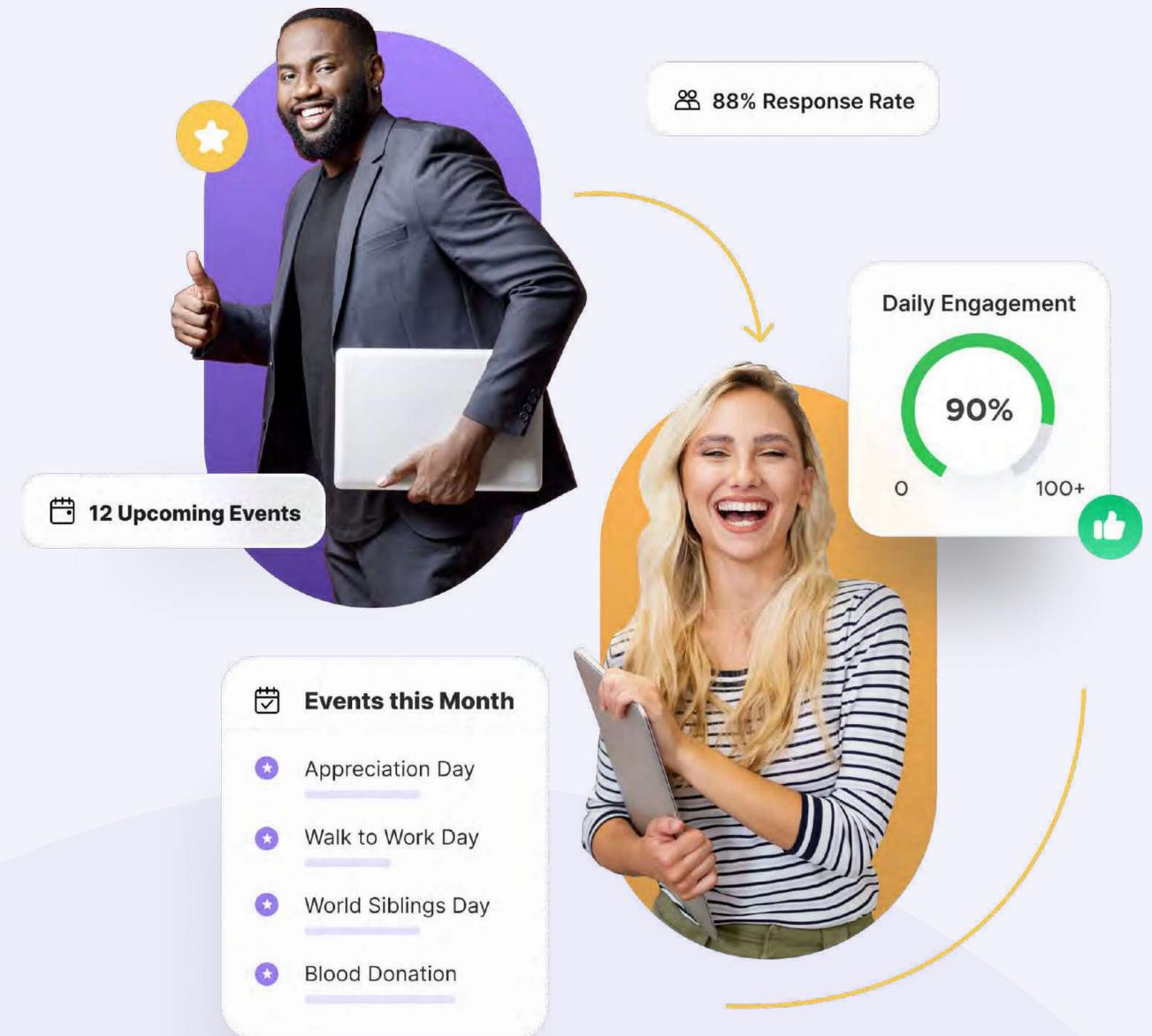
HR: Ideas to Recharge Superheroes at Work

Engagment Calendar

JULY - SEP 2022

Dear HR pals,

Congratulations - You made it past the halfway mark of 2022! As a talent leader, you spent the last 6 months doing what you do best - making life more exciting, efficient, and meaningful for your army of talented folks - and for that, a million kudos from us! It's always been our goal at Empuls to help you play your role in the grandest possible way. So, here we are again, with the next **Empuls Engagement Calendar** – a collection of delightful, significant, and actionable ideas to add meaning, involvement, and zing to the workplace.



Let's RE-CHARGE!

What you will find in this calendar

- A list of celebratory days for the second half of 2022.
- Ideas and cues on how your teams can come together around them.
- Inspiration to turn them into unforgettable milestones.

Evergreen themes you can celebrate all seasons

- Returning to the 'new world of work'
- New products, initiatives, and goals
- Special events, anniversaries, and activities
- Organizational goal and purpose
- Involvement, effort, and achievement
- Feats of going beyond the call of duty



JULY
2022

Let's unbox the magic of July

This month is full of larger-than-life occasions and is a month of true greatness. Let's gear up to create those memorable moments and celebrate the super feats!

Big ideas and qualities to cherish in July...

- Optimism.
- Generosity.
- Self-control.
- Work ethic.
- Calm & composure.

Is July the greatest among greats?

Be it deep-seated roots of tension or hidden opportunities of happiness, the ability to understand the what, why, and how of STRESS is a super-power in today's hectic, high-pressure life. It lets us manage situations and relationships smartly, and greatly enhances success and happiness outcomes. Spend the day reflecting on the theme as you share across posts, creatives, and videos.

Theme of the month - JULY IS ABOUT SOCIAL WELLNESS

Social wellness is about bonding across borders and building satisfying relationships. Inspire your employees to rejig their fixed ritual by mingling with folks across teams, floors, and departments. Free exchange of new habits, horizons, and experiences are guaranteed to:

- Refresh the mindset
- Recharge the body and soul
- Expand our universe of relationships
- Unlock the magic of collaboration
- Open new networks and possibilities

Here's how you can celebrate **SOCIAL WELLNESS** all July and beyond.

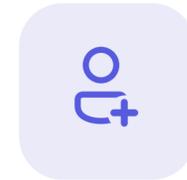


Plan a group activity

Host group activities on Empuls like cooking, book reading, gardening, picnicking, or arts & crafts they would love to do with their colleagues. The point is to get familiar with new faces and engage in a memorable time – with the promise of more!

Here's a thought:

Why not host your very own Activity or Sports League in July and turn it into a month-long event.



Make a new friend from a new team

To expand our network, we must be willing to say Hello! to strangers. However, 'connecting' with unfamiliar faces may be difficult for some people. The good news is, Empuls allows us to do exactly that. Be it congratulations or encouragement or a friendly nudge, it's easy to bridge distances with a little imagination and loads of energy.



Volunteer

Celebrate the month by encouraging your employees to volunteer at a children's home, an old age home, or any other place where they can give someone their valuable time and create moments of joy.

Special days in JULY

While every day of July is special, here are some true gems!

JUL
01

International Joke Day

JUL
05

National Workaholics Day

JUL
15

Get to Know Your Customer Day

JUL
29

National Intern Day

July 2022

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July 01 | International Joke Day

'Humor' is the best medicine, they say. Used wisely at the workplace, it can be a superpower – melting away tension, bringing folks closer, lifting morale, and rebooting productivity. Utilize this day to make your employees LOL!

How to observe

#InternationalJokeDay

- Encourage employees to share humorous situations/stories with peers.
- Share tips, guides, and resources with employees on using humor wisely. Lace messages, PPTs, and official communication with a touch of humor day.



July 05 | National Workaholics Day

National Workaholics Day - Is this “holiday” celebrated too? Not really. It’s more of a sober reminder that workaholism, like any addiction, can jeopardize the health, home lives, productivity, and—eventually— a company’s bottom line. A workaholic feels the need to be busy at all times which may cause problems. They might perform tasks they are not required to do or are unnecessary for project completion when the focus should be on production leading to efficiency.

How to observe #NationalWorkaholicsDay

Give a shout-out on Empuls to the workaholics in your organization. Use humor (harmless, but meaningful jokes), inspiration, and examples to remind them that there’s a big and beautiful world beyond work, and the only way to savor it is to STOP, LOOK, AND LISTEN! Use this day to advocate the benefits of slowing down, stepping back, taking a break (even a Kit-Kat will do), and reconnecting with the ‘true joys’ of life!

Your post can go like this



John Wick | Jul 05

TAKE A PAUSE... RIGHT HERE... RIGHT NOW!
A healthy work life means more to our well-being than just a paycheck. Today, on the account of National Workaholics Day, let us relax, slow down a little bit and schedule a time dedicated to all things that make us happy and calm.
Be sure to use #NationalWorkaholicsDay to give a shout-out to those workaholics among us. Remind them to take a chill pill and post a pic of something they love to do outside work.



July 15 | **Get to Know Your Customers Day**

July 15 is the perfect time to celebrate the biggest hero of your business – your users and customers! It's a day to recognize the role they play in your growth, be grateful for their patronage, and reinvest in the relationship and partnership built over the years. While we don't really need a special day to put customers front and center, do utilize the occasion to remind your customers that they mean the world to you. And – in the spirit of the theme - spend the extra time and effort to get acquainted with them better.

How to observe #GettoKnowYourCustomersDay

- **Bring your employees and customers together**

The more closely your teams and your customers mingle, the better the chances of creating shared moments and memories. Apart from creating a joyous journey together, this will help your employees discover aspects and facets of your customers they didn't know existed, leading to more fruitful interactions and meaningful associations.



How to observe

#GettoKnowYourCustomersDay

- **Celebrate and share customer stories**

Incentivize your customers to share snippets and slivers of their life with you, and honor them by featuring these stories on your company's social pages and assets. Your customers will not only adore you, you can gain valuable insights into their personality that will help you scale the relationship to the next level.

- **Recognize employees your customers love**

“*Customers will never love a company until the employees love it first*”
– Simon Sinek.

Your customers know whether your employees love working for you because it shows in their ability to deliver excellent customer service. Celebrate **Get to Know Your Customers Day** by recognizing employees who are appreciated by your customers. They are the ones developing the kind of customer loyalty that entices customers to keep coming back.

Your post can go like this



Wade Wilson

| Aug 01

While the globe celebrates 'Get to know your customers day' today, let's dive in to know some interesting facts, stories, and experiences with our customers.

Here's the deal - Our Empuls floor is open for those of you who wish to share interesting facts about working with our customers - your memorable experiences, and more. The stories grabbing maximum attention/hi-fives will be the winner of the day!

#gettoknowyourcustomers



July 29 | National Intern Day

This is a really special day. After all, it is dedicated to the talented, eager, and hopeful interns who add pep, diversity, and a shot of fresh ideas to your workflows. With the right launchpad, inspiration, and coaching, these bright young minds can one day become awesome achievers and trailblazing leaders. This is a day to celebrate that future, and recognize and reward their intent, effort, and contribution to your journey.

How to observe [#NationalInternDay](#)

Re-commit your culture to providing every intern the mentorship, direction, and opportunity they need to become the best version of themselves and put their best foot forward.



How to observe

#NationalInternDay

- **Introduce Exclusive Award Categories for your Interns**

Recognizing these budding stars in the initial years of their careers can go a long way in motivating and inspiring them.

Create interesting Award Titles like:



- **Strike a pose with Incredible Interns**

The folks with that extra spark and spirit deserve some extra attention on this day. Strike a pose with your incredible interns and post on Empuls. Fill your Empuls with pics of these budding stars.

AUGUST 2022

Awesome August is here!

As the month of harvest, August is when we reap the results of good actions and, conversely, learn hard lessons that stand us in good stead for life. Several things make August a month like no other. With a lot of special days to highlight, we need no better excuse to break into the next 30 glorious days of the month.

Big ideas to talk about in August

- Confidence & Charisma
- Boldness & Leadership
- Determination & Doggedness
- Reflection & Introspection
- Loyalty & Faithfulness

Theme of the month - AUGUST IS “HAPPINESS HAPPENS” MONTH

‘Happiness Happens’ is an acknowledgment of the fact that it doesn’t take much to be happy - we just have to give it a chance! So go ahead and embrace happiness in all its crazy and quirky forms. Not just in grand events, but in the littlest, everyday things. We guarantee you will come out smiling!

Here's how you can celebrate **HAPPINESS** all August and beyond.

Get people talking more about the experiences that make them happy. Of course, this starts with actively thinking more about the happiness we enjoy at home and work. And designing our workplace rituals around them to experience the 'happiness lift', every day. Whether it is...

- Quiet moments of reflection
- The bustle and buzz of collaboration
- The high of learning new things
- The warm feeling of giving back to the community
- Or simply sharing a laugh or two

This August, do more of what makes you happy!

Happiness Activities

1 Take the #HappinessUnites Pledge

This is going to be a unique one in your daily standups or town hall meet. Have your team raise their right hand and repeat after you: **“I will seek happiness everywhere and say “Hi!” whenever I find it!”**

2 #HappinessUnites Sign Party

Supplies you will need paper, poster board, markers or crayons, and some glue. Host a **#HappinessUnites** Sign Party.

Encourage your employees to make signs with the #HappinessUnites hashtag. People across departments, roles, and levels can then pose together with these signs for selfies. Encourage them to post on Empuls with **#HappinessUnites** – and don't forget to reshare them on social media.

3 Smile-Maker Questions

Send one-liner questions on Empuls and be rewarded with interesting answers from your crew, guaranteed to spread smiles across the workplace.

What's the happiest thing that's happened to you at work in the past week?

.....

I'm happiest when I

*(*Remind people to keep it office-friendly)*

Special days in AUGUST

While every day of August promises happiness, some are **'First Amongst Equals!'**

AUG
01
Planner Day

AUG
03
National Watermelon Day

AUG
07
International Friendship Day

AUG
09
National Book Lover's Day

AUG
19
Photography Day

August 2022

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August 01 | **Planner Day**

Planners are the essential tools of our busy modern world – helping us stay on track with our goals. Use this day to celebrate the planning skills of your teams, and the impact they make at the office, or use it as an opportunity to work on planning skills.

“A goal without a plan is just a wish!”

- Antoine de Saint-Exupéry

Your post can go like this



Todd Packer

Aug 01

“PLANNERS: GIVE US A PEEK INTO YOUR WORLD!”
August 1 is #NationalPlannerDay! A day to celebrate planning, and the heroes who carry a special knack for it. After all, without planners, our worlds would be chaotic.

So...IF YOU ARE A PLANNER

Do share some tips and techniques of that can help the rest of us THINK LIKE A PLANNER and add more direction and efficiency to work.

IF YOU ARE NOT A PLANNER

Go ahead and share how you plan your own day – or throw any queries and questions you may have about planning - and tag planners so they can share their comments and tips.

@group



August 03 | National Watermelon Day

This is a day to celebrate everyone's favorite summertime refreshment: The Watermelon. Not only is this magical fruit delicious, but it's good for the body too. So, get your watermelon party started early and spread the joy!

How to observe

#NationalWatermelonDay

- If you have your folks working from the office, host a watermelon carving contest.
- Have them share an interesting watermelon recipe. You can also share your favorites.
- Empuls watermelon stories and images.

Your post can go like this



Walter White | Aug 03

🍉 Yes, you are one in a melon! 🍉

We all have childhood memories of feasting on sweet, juicy wedges of watermelon when the sun is beating down. It's a feeling that never gets old. Let us celebrate the never-ending feel of sweet nothings by eating watermelon with colleagues – host a melon party!

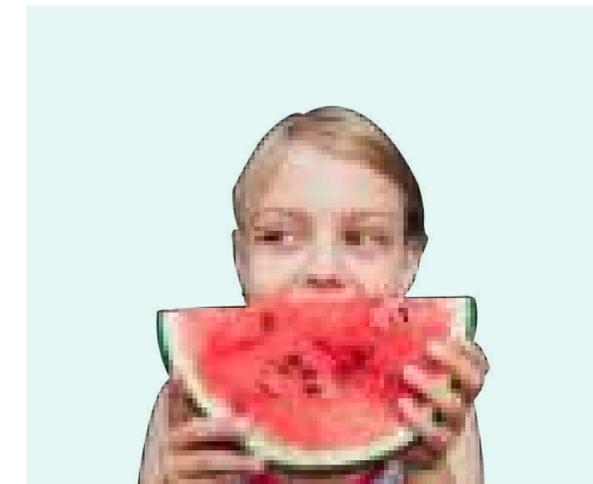
★ Sharing interesting recipes ★

★ Posting a pic of you feasting on watermelon ★

★ Celebrating watermelon stories on Empuls



@group



August 07 | International Friendship Day

International Friendship Day is an opportunity to cherish one of our greatest assets: Friends. The day also reminds us of the role friends play in our life. Workplace friends may have their own unique contours and colors, but they share some universal traits of friendship like warmth, understanding, selflessness, and yes, the most special ability of a friend: “Matching your level of crazy!”

How to observe

#InternationalFriendshipDay

- **Run a Contest: Empuls a poem for a friend at work**

Get your folks to put on their creative hats, write a poem for a special friend at work, and tag them.

Your post can go like this



John Lee | Aug 07

'FRIEND' DOESN'T RHYME WITH HEART.
BUT IT CERTAINLY CHEERS IT UP.

Words fail to describe the place a friend occupies in your heart. But hey, there's no harm trying. So go ahead, on World Friendship Day, write a poem about a work friend and dedicate it to them. Don't forget to tag and watch them smile!

The best poem with the maximum likes will be rewarded with the 'Cool Buddy Award'.

@group



How to observe

#InternationalFriendshipDay

- **Press Play: Are we the same... or different?**

While it can be used as an icebreaker at the start of any meeting, it can also be a good activity to brew friendships across the organization.

Activity

Materials needed: a piece of paper per pair.

How to play: Put employees in pairs with people they wouldn't normally work with. Have them draw two overlapping circles on a piece of paper. Each employee should write their name next to one of the circles. Tell them to take turns making a statement about themselves.

Their partner can respond with a **Me too** or **Me neither**. If the partner responds "Me too" they can write a statement in the space where the circles overlap to show that they have this in common. If their partner can't agree with the statement, they should write it in the non overlapping sections. This game helps us understand each other better, become more appreciative of our differences and build harmony through diversity at work.

August 09 | National Book Lover's Day

Books are free vacations 'on demand' – and the purest form of escapism. They can take you to any time, place, or culture. **Book Lovers Day** is celebrated on August 9 every year. This is an unofficial holiday observed to encourage bibliophiles and celebrate reading and literature. A special day for all those passionate about reading. Encourage your folks to put away their smartphones and every possible digital distraction to celebrate the reader in all of us.

How to observe

#NationalBookLoversDay

Your post can go like this



Kim Wexler | Aug 09

📖 A DATE WITH A BOOK FOR A FREE VACAY 📖

Yes it's #BookLoversDay!

Books allow us to discover new experiences, knowledge, and possibilities – it's like a free vacation - anytime you want!

Let's celebrate Book Lovers Day by recognizing the unique power and impact of the written word - both in our hearts and on the history of human civilization.

Spread the joy of reading with folks who you think should read more. Tell us about a book that had a big impact on your life! Name 3 books you recommend for everyone and share your reason why.

Don't forget to use the hashtag #NationalBookLoversDay @group



August 19 | Photography Day

We have moved from old film and Polaroid cameras to high-end DSLRs and smartphones. Be it nature's charm or human quirk, to capture our planet's magic, all we need today is a phone in our palm. Celebrate this day by encouraging your employees to share some of their favorite photographs or host a photography contest with a theme so they can share an interesting fact or quote.

How to observe

#PhotographyDay

Your post can go like this



Jim Howlette | Aug 19

BRING OUT THE CREATOR IN YOU!

Photos freeze moments that matter to us, acting as 'free passes' to memory lane, helping us escape and turning into priceless lifelong treasures as the years go by! Today on the occasion of WORLD PHOTOGRAPHY DAY, celebrate your inner creativity and help us see the world through your eyes by participating in our contest.

Step 1 : Click a pic

Step 2 : Give us the backstory (why you chose this theme)

Step 3 : Add a caption

The pic-story that moves everyone the most wins cool surprises.

@group



SEPTEMBER 2022

Life starts all over again in September

From the magic of brightly colored flowers and festive crafts to the warmth of harvest get-togethers, thanksgiving parties, nights bathed in gorgeous moonlight, leaves changing color, the divine wisdom of its birthstone Sapphire, lakeside retreats, and mankind's iconic moon landing, September is a month of legendary tales and timeless ideas. For the workplace, it's a month tailor-made for reflections, group activities, and looking forward to gorgeous new beginnings!

Big ideas to celebrate in September

- Purity & honesty
- Open-mindedness & adventurism
- Commitment & focus
- Reason & logic
- Quest for perfection

Theme of the month - **SEPTEMBER IS ALL ABOUT SELF IMPROVEMENT**

Perfection is a journey, not a destination. This September, make sure the quest never stops. Use the **MONTH OF SELF-ACTUALIZATION AND SELF-IMPROVEMENT** to wake up your laggards, incentivize your middle performers and nudge your rockstars to the next level.

How to celebrate 30 days of getting better and better!

Urge workers to set little, attainable goals.



Setting reasonable goals helps employees stick to the plan, ensuring a higher percentage of success. The trick is to align the goal with the 'intrinsic motivations' and inner impulses of your workers – such as their hobbies and talents and make sure it has a direct or indirect link with the overall business journey. Win-win for everyone! Urge your employees to create a plan, and challenge them to stick to it.

Crowd-source a Self-Help Resource Bank



Encourage employees to share their favorite mentors, books, movies, videos, communities, groups, portals, and self-improvement tech stacks and tools to create a super-exclusive, super-relevant SELF-HELP/EXCELLENCE CENTRE where anyone in your organization can dip into anytime and walk away refreshed.

Invite industry leaders for lectures and workshops



Nothing inspires and empowers workers as effectively as a direct 'wisdom transfer' from real pros and practitioners. Arrange for 'close encounters' with industry leaders, experts, and influencers they look up to (short talks, fireside chats, Q&A sessions, and so on), and watch it work like a tonic.

Special days in SEPTEMBER

SEP
04 National Wildlife Day

SEP
13 National Programmers' Day

SEP
16 World Managers Day

SEP
21 World Gratitude Day

SEP
27 World Tourism Day

September 2022

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September 04 | National Wildlife Day

This is a day to stand up and fight for animals that need a voice. Visit the local zoo and donate your time and skill to make a difference in the lives of our beloved animal friends.

Urge your folks to share pics of their favorite wildlife, and ideas on how to protect them and their habitats, and turn creators by jotting down poetry that captures their perspective.

Your post can go like this



Dwight Schrute | Sept 04

WILDLIFE CHARACTERS ACT AS OUR BRAND MASCOTS.
CAN YOU RETURN THE FAVOUR?

An invitation to play mascot, champion, and savior for Earth's precious, and endangered wildlife. National Wildlife Day reminds us that there are creatures out there that cannot speak for themselves, so let us all stand up and be their voice today.

Below is a word jumble of endangered animals. As you crack the code, do spare a thought on how important wildlife is to the future of the planet, drum up awareness amongst your networks and keep sharing idea nuggets and action plans with us (whenever you come across one!) so that we can create a real difference... together!

Word Jumble: Guess which wildlife character each stands for?



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September 13 | **National Programmers' Day**

Today is a day to honor programmers and innovators who make our lives easier by innovating and designing programs. With a sizeable chunk of the workforce engaged directly or indirectly with programming roles, it's a good idea to put them under the spotlight of recognition and gratitude today.

Here are some ways to grab this crowd's attention...

- Educate the office about programming, the challenges faced by coders, and their impact on the business journey.
- Urge your programmers to share a day-in-the-life pics - with captions that can help us understand their world better.
- Decorate a tree with ones and zeroes to make it binary.
- Organise a themed binary party.
- Write a wish in ASCII code.
- Hold a contest for the best programming joke.
- Share tutorials and resources with anyone who wants to learn Programming.

September 16 | National Managers Day

Managers are the glue holding the workplace together, and often, the fuel driving it forward. Great managers make others look good by inspiring and empowering them, and are amongst the finest resources to have. Mark this day to celebrate these (often) unsung heroes. Make them feel valued, cherished, and recognized. And involve the entire organization in the spirit of the occasion.

Your post can go like this



Michael Scott | Sep 16

A HURRAH FROM THE HEART... TO OUR DEAR MANAGER!
Today marks World Managers Day - a day we get a chance to applaud our dear managers. Great managers ensure balance, momentum, and solace to work – and bring out the best in us! For this, they play many roles – good cop, bad cop, coach, philosopher, GPS, 3-AM-chum, devil's advocate, an angel in disguise, and more. Today is a great day to share a heartfelt shout-out to the managers around us. Let's acknowledge their involvement, applaud their intent, and reward their impact in any way we can. Here are some ways to appreciate and salute the managers amongst us.

- Share an appreciation exclusively for them today.
- Mark a memory - click the smartest pic as a team with your manager and post on Empuls.
- Scroll down to see 'Types of Manager's and tag your managers, mentors, and colleagues who you think possesses that skill.

@group



Create cool badges for you managers. Here's a cue...

Types of Managers - Badges



- Their feedback coaching is your driving force.
- Their in-the-moment style is your to-go solution.
- Their hyper care approach is your betterment model.



- Their feedback and coaching is your driving force.
- Their in-the-moment style is your go-to solution.
- Their hyper care approach is your betterment model.



- Their employee-empowerment code is your competitive edge.
- Their cheerleader mode is your inexhaustible fuel.
- Their never-say-die attitude is your formula for resilience.



- Their network is your window to bigger horizons.
- Their resourcefulness is the ticket to breakthroughs.
- Their authenticity is your currency to growth.

September 21 | **National Gratitude Day**

World Gratitude Day, established by the UN in the seventies, reminds us that being mindful of the impact others have in our lives can revolutionize the way we live, work, and think. Relationships are the fundamental structures and pipelines of work and life, and gratitude helps open up, nurture and revive them, allowing for unrestricted exchanges of synergy and positivity.

Research proves that gratitude-filled workers are more aware of their social and community responsibilities, making them better organizational citizens who step beyond role boundaries spontaneously, such as supporting peers who are struggling or making new joiners feel more welcome.

Let gratitude lead - not just today but everyday

- Redesign work settings to create a workplace with free-flowing communication channels, mentoring opportunities, and gamification opportunities so that everyone can build more gratitude-worthy moments.
- Don't restrict gratitude to one-off events and days – instead, encourage a gratitude habit that's practiced along every point of the workflow.
- Get your top management to set an example by expressing gratitude directly to workers – a speech in the canteen or a video on Empuls can work wonders!

Turn gratitude day memorable, in your unique way

- Recognize employees on Empuls through appreciation or thank-you badges.
- Share best memories of gratitude and gratefulness at work or in personal life – can be a pic with a caption, a few lines of a story, or a video.
- Tag interesting work titles to your peers.
- Host a surprise party where you acknowledge, applaud, and reward contribution.

Create interesting Designations, Awards, and Badges, like...



Juggles multiple tasks,
and doesn't drop the
ball even once!



Always focussed and
zoomed in on the task
at hand.



Cheerleader, getting the
best out of everyone.



Always focused on the
task to be completed.



For getting the best out
of everyone.



See's the positive in
everyone.



Most cheerful person who
spreads the fun vibe.

September 27 | **World Tourism Day**

World Tourism Day celebrates the powerful role that Tourism plays in connecting nations, exchanging cross-cultural and cross-geographic awareness, supporting economies and generating jobs, reversing climate-change by amplifying consciousness about nature and creating a more tolerant, sustainable, and beautiful planet.

Celebrate today by breaking free of boundaries and letting the mind wander...

Urge folks to share experiences, lessons, and memories about the places they have traveled recently - through pictures, videos, captions, or long-form articles. Encourage folks to dig into their family history and share the cities or regions they hail from - with a short description of the location. This is not just a fun way for everyone to familiarize themselves with unexplored locales and exotic places, but also to know each other better - which strengthens the ethos of diversity and cohesion. Encourage folks to turn on virtual travel backgrounds on zoom, emails, and mobile screens to add a dash of color and energy to the work routine.

Hashtag to use **#WorldTourismDay**

As the golden days of summer finally bid us goodbye, let's
brace to embrace more than the magical moments of Autumn.
Let's open our arms and minds to the boundless possibilities of
change... and the miracle of new beginnings!

Until next time...

Naz Parveen
People & Culture Team
xoxoday empuls