



Employee Engagement

ENGAGEMENT AND RELEVANCY MATTERS. The green transition, the demographic changes, the macroeconomic and geopolitical shifts, and the rise of AI evolution are reshaping the workforce locally and globally today. They are more fluid, more mobile, increasingly agile and independent, demands and expectations continue to grow. With the shifting priorities within the gig economy, it has redefined how the workforce looks for in jobs and has reshaped the future of work. There is a greater emphasis on a meaningful total rewards package that goes beyond a monthly paycheck.

Retaining and attracting talent is becoming more critical, challenging and complex now, especially with mental health support, financial wellness programs, inclusive perks and perquisites forming the workplace's essential benefit necessities of today's work environment. Businesses must learn to adapt quickly to these shifts to remain relevant. The harmful outcomes of disengaged employees impact the businesses, and managing such tasks can be most daunting, stressful and testing for our clients. Therefore, at Lockton, we help clients reverse them by building better engagement and communication strategies and tactics using a wide variety of measurable tools to first understand the "why" questions and the key contributing factors such as:

- **Observable Behaviors** - Proactive contributions, absenteeism & presentism, collaboration, positive communication, advocacy and participation in development activities.
- **Emotional Indicators** – Energy level, sense of belonging, pride in work, trust and safety, resilience, satisfaction & fulfillment to help curve out the right strategy that works.

Our solutions to better **Engagement** are:

- **LocktonEngage:** Digital Solutions for Flexible Benefits, Rewards & Recognition
- Employer and Employee Surveys, Focus groups
- Employee Communication Strategy



**Supported and Empowered
By Lockton's Data Analytics
& Insights**

Better Engagement with Our Lockton Solution: **LocktonEngage**

Why Flexible Benefits Matters Now? Today's workforce expects personalization, digital consumer-grade native and tech-integrated tool, flexibility, adaptive with autonomy. The "One-size fits-all" or uniformed approach no longer meets the multigenerational, multicultural, identity conscious and diverse employee needs. At Lockton, we modernized the next generation of benefits using a unified benefits platform that can scales – locally, regionally or globally. It covers Flexible Spending Accounts (FSA) or Lifestyle Spending Accounts (LSA), wellbeing, rewards and recognitions, engage employee, creating a culture of celebration while reducing HR burdens and complexity. This is what we at Lockton do best!

The Power of ONE INTEGRATED HUB That Engages at Every Level. Like how we like to say it... what matters to you matters to us. Our core mission is to support the whole person with connected programs that drive participation and engages the community effectively. In a snapshot, this is how it looks:

-  **Electrifying Wellbeing Challenges**
Health, fitness, mindfulness, nutrition, personal development
-  **Community-Driven Connection**
Foster belonging and accountability through wellbeing groups
-  **Well Designed Integrated Incentives**
Earn points or funds, redeemable via FSA or Marketplace
-  **Device-Connected & Accessible**
Syn with popular apps, wearables, and fitness tools
-  **Interactive Employee Communication**
Personalized Concierge. 24/7 helpline, Anytime, Anywhere



Your Next Generation of Meaningful Engagement

- ❖ Personalized
- ❖ Streamlined
- ❖ Compelling
- ❖ One Hub
- ❖ Modern
- ❖ Freedom

REAL WORLD APPLICATION AND OUTCOME

A well-designed Flexible Benefits program mounted on a powerful ONE INTERGRATED HUB will bring results covered in these **three "Cs"**

- ❑ **Cost** – Help manage where you are spending your money and how
- ❑ **Care** – Understand and refine your people's experiences – Does it fit your business priorities and meet goals?
- ❑ **Collaboration** – Maximize, optimize and monitor your vendors' relationships to ensure they are of the right fit to your people.

WHAT SUCCESS SHOULD LOOK LIKE

Research shows that when employers demonstrate care, recognize, celebrate and reward their employees' achievements, they will find that their employees are:

- **1.6x** more likely to feel valued
- **1.5x** more likely to be happier
- **1.5x** more likely to feel belonged at work
- **1.3x** likely to say they are successful

Contact Us

To discuss how you can better engage at every level with our Solutions.



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