
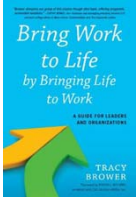




WELCOME!



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MARS drinks
Rethink The Daily Grind™



Bring Work to Life | tracybrower.com | [@tracybrower108](https://twitter.com/tracybrower108)

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Mars Drinks

- Responding to changing context (world, work, workers, workplace)
- People = company's greatest asset
- 100% dedicated to the workplace
- Rethink the Daily Grind
- Knowledge to share and key role to play in our customers' success

MARS drinks™ We Create Great Tasting Moments at Work

100% DEDICATION TO THE WORKPLACE MAKES OUR BUSINESS UNIQUE

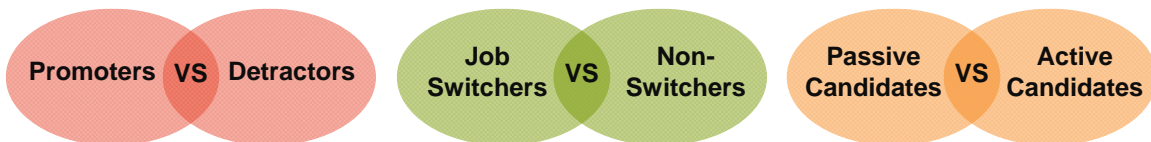
- WORKPLACE DESIGNED TECHNOLOGIES
- WORKPLACE DESIGNED PRODUCTS DELIVERING ON TASTE AND CHOICE
- HASSLE-FREE SOLUTIONS
- COMMITMENT TO SUSTAINABILITY
- WORKPLACE VITALITY™ — EMPOWERMENT AND BELONGING FOR PEOPLE AT WORK ACROSS THE GLOBE

The Study: The Workforce Voice Powered by LinkedIn



5

LinkedIn Respondent Perspectives



6



< 50%

of employees would recommend their current employer

7



Detractor Crisis (eNPS)



■ Workplace Promoter ■ Workplace Passive ■ Workplace Detractor

8



57%

of detractors are active candidates

Drivers of eNPS



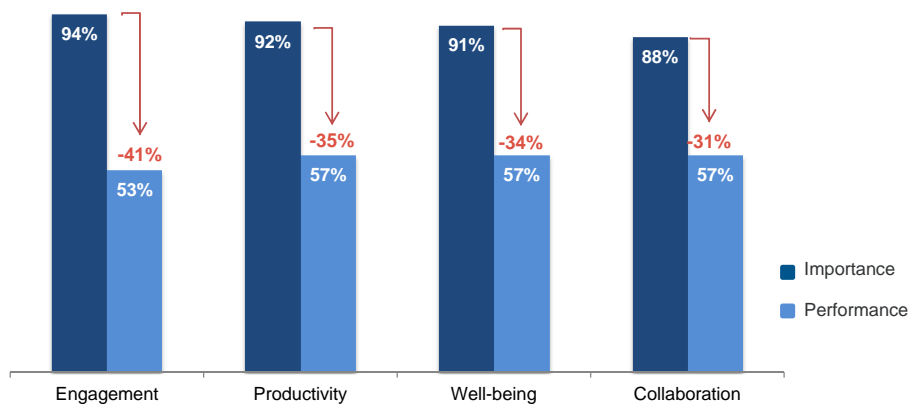
What is Workplace Vitality™



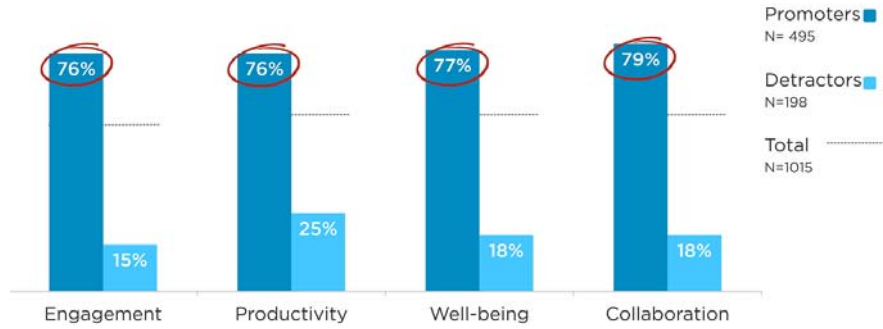
- A workplace that is vibrant, thriving, and alive with potential
- Connected to empowerment and belonging
- Intersection of **collaboration, engagement, well-being and productivity**
 - *Collaboration:* Essential teamwork—working together as a team to achieve common goals.
 - *Engagement:* Emotional commitment to the company and its goals evidenced by work effort.
 - *Well-Being:* Health, happiness and fulfillment with work-life.
 - *Productivity:* The amount of work produced on time and to specification.



What Employees Want vs. What They Get

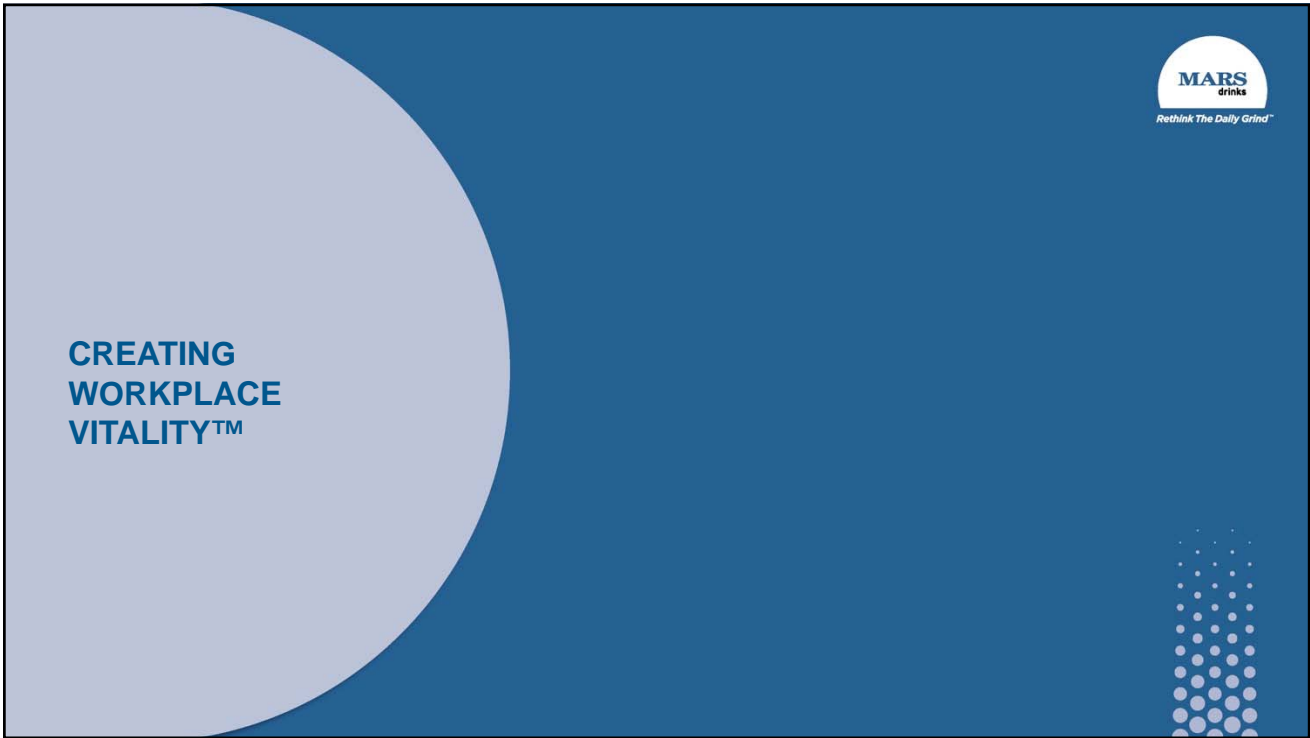


Performance of Workplace Vitality among Promoters and Detractors



The Appeal of Workplace Beverages





Collaboration

Teamwork based on shared goals

91% Importance	66% Performance
--------------------------	---------------------------

67%
tie Collaboration to workplace drinks

My Team

- Communication
- Information sharing
- Seeking help and offering help
- Expressed appreciation
- Commitment to team
- Change and adaptability
- Well-managed conflict
- Cooperation across the organization
- **Contribution to team goal**

MARS drinks
Rethink The Daily Grind™

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Collaboration Examples



Mars Drinks – Principles, Vision, Leaders

Technology Company – Pairs, Morning Level Set

HR Consulting Firm – Getting Off-Site, *Strength Bombardment, *Diversity styles + interviewers + team processes

Ad Agency – Client Story Telling, Helping, *Mentoring App

What are your examples?

Engagement





Emotional commitment that results in work effort

90% Importance | **62%** Performance

67%
tie Engagement to workplace drinks; most interrelated of the pillars

My Job


- Importance
- Effort
- Interest
- Meaning
- Positive impact
- Enthusiasm
- Challenge
- Learning
- **Passion**
- **Organization energizes (tie to collaboration)**



Engagement Examples

- Mars Drinks** – Associates, Awards
- Global Design Firm** – Food, *Morning Circle Ups
- International Consulting Firm** – Feedback, *Storytelling by leaders and clients
- Global Technology Company** – Birthdays, *Check-Ins

What are your examples?



19

Well-Being


Health, happiness, and work-life fulfillment

89% Importance		64% Performance
--------------------------	--	---------------------------

80%
tie Well-Being to workplace drinks

Myself

- Life satisfaction
- Health
- Happiness
- Community ties
- Relationships with others
- Self esteem
- **Control**
- **Growth and development**



20 20

Well-Being Examples



Mars Drinks – Associates, Health, Campus

HR Consulting Firm – Decisions, Sports

National Design and Manufacturing Co. –
Charity, *Meeting Check Outs, *Failure Labs

Global Technology Firm – Micro breaks,
Hydration Stations, Food

What are your examples?

Productivity



**Amount of work produced
on time, on budget, on spec**

90% Importance | **72%** Performance

69%
tie Productivity to workplace
drinks; need for caution

My Work

- Quality
- Quantity
- Effectiveness
- Efficiency
- Standards
- Timeliness
- **Pride**
- **Added value for the organization**



Productivity Examples



Mars Drinks – Great Place to Work, Huddles

Manufacturing Firm – Visual Management

Ad Agency – Work Products, Customers

Infrastructure Company – Customer Images

Global Oil & Gas Company – Choices, Sensing, Layout

National Design Company – ELT, Customers, Mondays

What are your examples?

CONCLUSIONS



Conclusions



- Know what creates a great culture and great workplace
 - Team goals and *locking in
 - Work that matters
 - Organization that energizes with *storytelling
 - Control
 - Growth, development, and learning
 - Recognition, appreciation, *space for all styles
 - Challenge and *positivity
 - Workplace beverages
- Be intentional
- Focus on the holistic experience
- Make place work!

Diagnostic Survey - online

