

Nomination: 6961

Wellness First

<b>Page: General Information</b>
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
<b>Name of Organization/Company</b> Tech Mahindra Limited
<b>Additional Contacts</b> I do not wish to list additional contacts
<b>Page: Entry Information</b>
<b>Entry Title</b> Wellness First
<b>Category</b> B01 - B59 Achievement > B31 - Achievement in Workplace Health & Wellbeing
<b>Achievement Submission Format</b> Written Answers
<b>a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required</b> Tech Mahindra Limited (TechM) offers innovative and customer-centric digital experiences, enabling enterprises, associates and society to Rise™.  TechM was incorporated as Mahindra British Telecom(MBT) in 1986. Today, it's USD 6.5 billion organization with 1, 50,000+ professionals across 100 countries helping 1200+ global customers, including Fortune 500 companies.  TechM is focused on leveraging next-generation technologies, including 5G, Blockchain, Internet of Things (IoT), Cybersecurity, Artificial Intelligence, and more, to enable end-to-end digital transformation for global customers.  TechM's core operations are built around the credo— 'Connected World. Connected Experiences.'  TechM is among the fastest growing brands in 'brand strength' and amongst the top 7 IT brands globally. With the NXT.NOW framework, TechM aims to enhance 'Human Centric Experience' for its ecosystem and drive collaborative disruption with synergies arising from a robust portfolio of companies. TechM delivers tomorrow's experiences today and believes that the 'Future is Now'.  TechM is part of the Mahindra Group, founded in 1945, a USD 20 billion federation headquartered in India that employs over 2,60,000 people across 100 countries. It enjoys leadership in utility vehicles, information technology, financial services and vacation ownership and is the world's largest tractor company by volume.  Website- <a href="https://www.techmahindra.com/">https://www.techmahindra.com/</a>

**b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required**

Structured Approach: 8 Dimensions of Wellness

- Physical—Recognizing the need for physical activity & healthy habits, TechM offers on-campus wellness assistance to virtual-wellness services. Wellness sessions cover Ergonomics, Healthy eating, Lifestyle management etc., Infrastructure like gyms, recreation centres etc., and Preventative Care like health camps and specialist visits. Mhealthy risk-assessment screening test to detect co-morbidity factors.
- Occupational—Satisfaction and meaningful work through flexible working, robust career development and automation assistants like UVO, K2 & Wellness-bot. PeopleCare Managers program for handling remote teams with empathy.
- Emotional—Addressing life challenges with 24\*7 EAP counselling support(Chat/Call/Video). Tech-enabled wellness interventions like Kick the Butt(Smoking Cessation), Dump the Plump(Weight loss) etc. AI Coach & BeMe tool for managerial effectiveness.
- Intellectual—Recognizing creative abilities with platforms like IRIS, Intrepreneurship, Hackathons etc., for innovation. #NAD-Learn platform for self-skilling with world-class content and assessments.
- Environmental—Building stimulating environments with green-building certifications. Green Marshals make "sustainability personal" through recycling, cleanliness & tree plantation.
- Financial—Comfort with finances by organizing workshops on Tax Planning, Family finance etc. Associate Welfare Trust (AWT) for financial assistance during medical emergencies. Increased coverage under corporate insurance plans. Variable-pay and incentive programs.
- Social—Developing social-support systems with connections like JOSH, organizational awards, location-specific celebrations etc. TechMighTea invites two random colleagues to exchange ideas.
- Spiritual—Expanding purpose and meaning through ISR(donate 16 hours annually for charitable work) and CSR volunteering. Practice mindfulness through expert-led sessions and DIY interventions.

Impact:

[REDACTED]

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•4.12/5 Wellness Quotient

**c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required**

Why: Wellness before Business mantra

- Wellness before business: Since 2015-16, at TechM, there has been a shift from the wellness of business to wellness before business as a mantra.
  - Impact of Pandemic: Post pandemic world is defined by radical changes in lifestyles, social interactions, and economic transactions.
  - Human experiences: Wellness, more than just an employee value proposition is grown to be about human experience.
  - Wellness Equity: The pandemic exposed persistent inequalities by income, race, sex and locality in society, making it difficult to get healthcare.
- Unique: Meet evolving needs
- Wellbeing as a Culture: Help business-units leaders understand well-being is a business case that improves productivity
  - Focus on prevention rather than cure: Holistic and integrated wellness offerings like Corporate paid preventive health checks, on-campus doctor consultations & counselling programs help diagnose health conditions early.
  - Technology to Personalize wellness: Use 24\*7 accessible wellness apps to build ownership. e.g. gamified programs on Sleep Management, Screen time reduction etc. help create healthier habits by taking ownership for wellness journeys.
  - Cost per Employee for Wellness Services: TechM negotiated 0% increase in cost for wellness services due to increased utilization in the post-pandemic era.

REDACTED FOR PUBLICATION

- Leveraging Internal stakeholders: In-house experts in Yoga, Meditation, Life Coaching, Fitness experts etc., conduct sessions reducing the cost of external expert(s).
- Checkpoints for Employee Wellness: Mapping wellness offerings at different stages of the employee lifecycle, from onboarding to development and retention.

**d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional**

How: #WellnessFirst concept to reality

•Leadership involvement: Central Wellness Council to drive wellness agenda. The Wellness Officer manages operational aspects. The Chief People Officer tracks progress and reports every quarter to the BoD.

•Wellness offerings: The varied wellness offerings include Health Check-ups, Employee Assistance Program(EAP), Doctor Tele-Consultations, Specialists on Location, Online Pharmacy, Dietician on Chat, Wellness content (audio/video/blogs) etc.

•Wellness policies: Some wellness-linked policies include Health, Safety and Environment, Bereavement Support for dependents, Attendance and Leave, Sabbatical Leave, Sexual Reassignment Surgery, Insurance coverage in AWT (Associate Welfare Trust) etc.

•Human network: The Wellness central team is supported by 11 pan-India local and eight global teams, adding up to 3000+ people.

•Partnership with healthcare providers: Wellness Service Providers [REDACTED], Counselling [REDACTED], Medical and Travel Emergency Support [REDACTED], Medical Insurance and hospital and pharmacy tie-ups with special privileges.

Key Learnings: Improving Wellness Delivery.

•Good Managers are critical: When managers show empathy, kindness and trust, they inspire their team members to be their best selves and pursue holistic well-being.

•Life/Work offerings: Design wellness offerings to address stressors in personal and professional lives for collective well-being.

•Building a culture around health and safety: Building an organizational culture that's supportive of [REDACTED FOR PUBLICATION] has a positive impact on productivity.

Future: Collective wellbeing

•Wellness Ecosystem: TechM is also building a Multisensory equipment room for therapeutic care with a virtual version within TechM's Metaverse environment. Integrating nature-inspired elements to create biophilic work-environments.

•Tech-driven: Humanoid-assistants & Gamification for Wellness adoption.

**Webpage Link**

<https://www.techmahindra.com/en-in/our-brand/our-brand-initiatives/wellness-before-business/> (<https://www.techmahindra.com/en-in/our-brand/our-brand-initiatives/wellness-before-business/>)

**Would you like to add an additional webpage link?**

Yes

**Webpage Link 2**

<https://insights.techmahindra.com/investors/tml-integrated-annual-report-fy-2021-22-f.pdf> (<https://insights.techmahindra.com/investors/tml-integrated-annual-report-fy-2021-22-f.pdf>)

**Would you like to add an additional webpage link?**

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**Webpage Link 3**

<https://www.peplematters.in/video/wellness/creating-a-wellness-ecosystem-that-focuses-on-mental-well-being-tech-mahindra-35595> (<https://www.peplematters.in/video/wellness/creating-a-wellness-ecosystem-that-focuses-on-mental-well-being-tech-mahindra-35595>)

**Would you like to add an additional webpage link?**

Yes

**Web Page Link 4**

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**Would you like to add an additional webpage link?**

Yes

**Web Page Link 5**

**Would you like to add an additional webpage link?**

No

[REDACTED]

[REDACTED FOR PUBLICATION]

[REDACTED]

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 2**

[REDACTED]

REDACTED FOR PUBLICATION

[REDACTED]

**Would you like to add an additional supporting document?**

Yes

**Supporting Document 3**

[REDACTED]

[REDACTED]

[REDACTED]

**Would you like to add an additional supporting document?**

No

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