

EGPH Initiatives



Well-being community & initiatives



Well-being community:

Recruit ambassadors from various departments and present their ideas to HR and CEO every month in order to apply them in our company

Example of initiatives:

- ***Step challenge***: Whoever makes the most steps during a specific period wins
- ***No meeting zones***: Employees take time to organize and take a break
- ***Reflection day***: The purpose is to provide employees the opportunity to spend time learning, developing their skills, planning their career, learn more about D&I and invest in their Career Development.

Emphasis on diversity

Disability Awareness:

Example of initiatives:

Dear Colleagues,

As Enel supports the International Day against Homophobia, Transphobia and Biphobia – IDAHOBIT

we are pleased to invite you to an online gamification on the LGBTQ+ topic. We are going to learn, play & discuss!

Meanwhile..... Save the date!

See you soon!

26/6/2020 @ 10.30 a.m



Αγαπητοί συνάδελφοι,

Στο πλαίσιο της διαδραστικής διαδικτυακής εκδήλωσης που θα πραγματοποιήσουμε τη **Δευτέρα 17.05 και ώρα 17.00** για την υποστήριξη και τον εορτασμό της **Παγκόσμιας Ημέρας κατά της Ομοφοβίας – Τρανσφοβίας – Αμφιφοβίας** επανερχόμαστε με τη συνταγή των **rainbow cookies**.



- 280 γρ. Αλεύρι για όλες τις χρήσεις
- 1 κ.γλυκού κορνφλαουρ
- 1 κ.γλυκού baking soda
- ½ κ.γλυκού αλάτι
- 170 γρ. Βούτυρο
- 135 γρ. Ζάχαρη καστανή
- 100 γρ. Ζάχαρη λευκή
- 1 αυγό και 1 κρόκο
- 2 κ.γλυκού εκχύλισμα βανίλιας
- 2 κούπα m&m's της επιλογής σας

Παρακαλούμε να προμηθευτείτε τα υλικά και την καλή σας διάθεση και σας περιμένουμε με τις κάμερες ανοιχτές να περάσουμε όμορφα!

Με εκτίμηση,
P&O

LGBTQ Awareness:

Example of initiative:

Send Update

Title: International Day of People with Disability' webinar

Required: EGP HELLAS; Lianou Eugenia (COCO-MAT) <E.Lianou@coco-mat.com>

Optional: Chantavas Aristotelis; Kydoniatis Konstantinos; Sampani Anastasia (HLD EA); Panagiotou Vagia (EXT Randstad); Giannopoulos Anastasios; Voutsinou Mariana; Koulmanda Eirini (EXT Randstad S.A.); Karamanou Mania; Mokali

Start time: Πέμ 3/12/2020 4:30 μμ All day Time zones

End time: Πέμ 3/12/2020 6:00 μμ Make Recurring

Location: Microsoft Teams Meeting



December 3rd, 2020 @ 16:30

Dear colleagues,

As Enel Green Power supports the *International Day of People with Disabilities*, we are pleased to invite you to this webinar where our special guest, **Eugenia Lianou**, is going to spark a discussion about the concept of diversity: the definition and the social and professional stereotypes and prejudices. She will also share with us her career and life journey, along with the challenges and obstacles she faced in everyday life, as a person with disabilities.



Eugenia Lianou is an experienced Career Consultant with a demonstrated history of working in the retail industry, skilled in Human Resources Management, Marketing and Corporate Social Responsibility. She has graduated from the Department of French Language and Literature of the University of Athens and she holds a Master's Degree in Human Resources Management from the Athens University of Economics and Business, along with Cinematherapy studies.

During the 21 years of her professional experience, she has hosted and participated in numerous seminars and presentations regarding career counseling, Corporate Social Responsibility practices, life coaching and other various subjects.

See you soon!!

Emphasis on young talent

Inside our company:

Your Voice



- P&O selects randomly employees (mainly new colleagues & not supervisors) and meet with CEO once per month
- Employees have selected questions for CEO and have prepared their ideas
- CEO shares main strategic ideas for the period and updates Your Voice participants



Employee's voice is heard
Involvement
Engagement

Outside our company:





What is **YOUR** voice?

A pool of young talents that are chosen as our new leaders to change.

They will be our drive to the new EGPH era and the ambassadors for upcoming initiatives and ideas.



Steps

1.Criteria

Max 15 talents in the group

Identified according to : age , gender, performance, skills, P&O feedback

2.Phases

The process involves three phases: identification , share & inform talents, from theory to action

3.Roles

P&O maintains the role of facilitator of the whole process and is available for help/guidance



Steps

1. Managers and P&O define the Talent pool
2. One to one meeting with P&O and Manager for briefing / set up expectations
3. Meeting with P&O with all members to set up 1 Team Leader that will be responsible for organizing all the meetings and design Timeline
4. Monthly meetings for brainstorming
5. Discussion with the CEO with all the team – for guidance and improvement
6. Ideas Implementation



Characteristics of the talents (hipo)*

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01. They're good at what they do
 02. They jump on leadership opportunities
 03. They work well autonomously
 04. They take initiatives
 05. They are interested in where the company's going
 06. They don't buckle under pressure
 07. They ask questions
 08. They continually develop new skills
 09. They help their coworkers when they can
 10. They don't bring negativity to work
 11. They can accept not always being right
 12. They take on responsibilities outside of their job description
 13. They recognize their coworkers' hard work
 14. They listen to feedback
 15. They let their career goals be known
 16. They have friends in the office
 17. They work well in group settings
 18. They are trusted by their peers
 19. They possess a high level of emotional intelligence
 20. They embrace company's culture and behaviors

* According to Harvard Business Review



Special Benefits

