

Workplace Tidbits

Celebrating Employees' Birthdays at the Workplace



Being thoughtful about birthday celebrations can make a difference in how an employee thinks about their workplace. That's because birthdays are one of life's epiphany moments, along with other major milestones such as anniversaries and class reunions.

Therefore, giving an employee special attention on their birthday makes them feel valued and recognized. It increases employee engagement and results in improved work motivation and dedication, positively impacting your company's bottom line. It also promotes happiness in the workplace and reduces stress and burnout.

Here are eight ways in which you can make employees feel special on their birthdays:

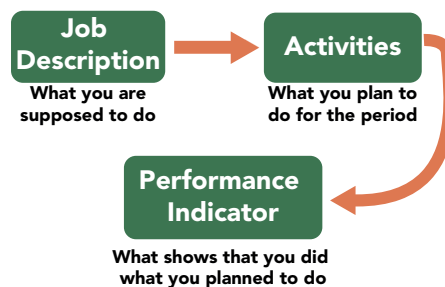
- Decorate their workspace
- Give employee rewards
- Organize a team 'happy hour' or birthday lunch
- Write a note
- Share Corporate's branded giveaways
- Give gift cards
- Donate to charity
- Give them the day off

Any of these celebration ideas are guaranteed to make the employee feel good on their birthday. Of course, companies shouldn't limit employee appreciation to just birthdays. To be truly successful, organizations should continually recognize their employees throughout the year.

Annual Performance Contracting



CPA Peter Mbugua, CEO signing the Performance Contract with Beatrice Njuguna, Manager Administration and witnessed by Dr David Gitonga, GM, Strategy & Business Development and Chair of the Performance Contracting Committee.



This year the signing of Performance Contracts (PC) for Heads of Departments was held the first week of January 2022 in a meeting chaired by the CEO, CPA Peter Mbugua. During the ceremony, the CEO expressed optimism that even though the PCs were being signed late in the financial year, work had been going on as planned.

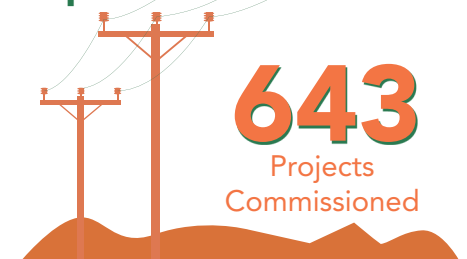
The CEO urged the HODs to cascade their PC's to all the staff in their departments by ensuring that each individual develops specific performance goals and targets that are aligned with the Corporation's strategic goals.

He outlined the importance of the Performance Contract as a Management tool that helps to;

- Align personal and organizational goals.
- Improve trust and understanding.
- Encourage communication and feedback.

- Assist career planning and development.
- Ensure that what you agree upon is relevant and achievable.
- Provide an objective and fair way to evaluate performance.
- Hold staff accountable for their performance.
- Make performance a shared responsibility among the staff.
- Establish a process to follow up on performance and development plans.

Projects' Progress Report



21 projects were commissioned in the week ending 28/01/2022, in various parts of the country.

The total number of commissioned projects in the current financial year stands at 643 with 985 projects in progress. 141 projects are awaiting either joint inspection, shut down or commissioning.