

GCHRO LinkedIn post

What motivates you at work?

There are a number of theories around how to spur employee motivation which veer from intrinsic personality factors to external rewards. But there are two factors we can invest in that are simple, yet highly effective, and which we strive to instil at Ooredoo.

The first is employee trust: How much do we visibly demonstrate that we trust our employees to deliver on our mandate? For some, remote working has been an exercise in trust-building, as employees moved to working-from-home (WFH) scenarios with very little handover time. According to some reports, such as this [HBR](#) article, there's also now reluctance to return to the office after experiencing the flexibility of WFH options.

But this is also an opportunity for us to demonstrate that employee trust. We've recently introduced our Ways-of-Working policy at Ooredoo Group that offers our team a variety of flexible workplace options.

We recognise that integral to building employee trust is listening to their needs, and responding accordingly. To this end, we've also introduced internal markers such as our quarterly Team Barometer to gather our team's input and keep our finger on our employees' pulse.

Second to trust, is acknowledgement. We all seek validation of our contribution. At Ooredoo, we believe in celebrating our successes. There's nothing like appreciation and acknowledgement for a job well done to inject a healthy dose of feel-good endorphins, and ultimately, motivation. According to an article by [Forbes](#), happier employees are more productive. To this end, we've re-introduced the Mabrook Awards which recognise employee excellence. Employees are nominated by their line managers, and are rewarded for their achievements.

We're committed to making it easier for our customers to find, buy and use our products and services, and we're just as committed to making it easier for our team to find the motivation they need to give their best, every day.