

Team Building Policy

At Aerco NW Electrical Pty Ltd, we recognize teamwork as essential to achieving our goals. This policy outlines our commitment to structured team-building activities that foster collaboration, enhance communication, and promote a positive workplace culture.

Purpose

This policy is designed to:

- Build trust and strengthen collaboration among employees.
- Improve communication, problem-solving, and teamwork.
- Enhance employee morale, engagement, and overall job satisfaction.
- Align team dynamics with company values and strategic goals.

Scope

This policy applies to all employees and contractors at Aerco NW Electrical. Team-building activities may include workshops, retreats, collaborative exercises, social events, or volunteer initiatives, tailored to align with organizational goals and foster a cohesive workforce.

Frequency

Team-building activities will occur:

- Annually as part of professional development.
- During onboarding for new employees.
- As needed to address team challenges or support organizational objectives.

Responsibilities

- **Management:** Oversee planning, encourage participation, and align activities with business objectives.
- **HR:** Coordinate inclusive activities and ensure alignment with company values.
- **Employees:** Engage in activities constructively and provide feedback for continuous improvement.

Funding and Timing

The company funds all team-building activities, which may be conducted during work hours or, where appropriate, outside work hours. Mandatory events held outside regular hours will be communicated in advance.

Evaluation

The success of team-building initiatives will be measured through:

- Feedback from participants to identify strengths and areas for improvement.
- Metrics such as improved collaboration, communication, and morale.

By fostering collaboration and trust, Aerco NW Electrical ensures a resilient and cohesive workforce that contributes to our shared success.