People Development

- 2018 – Learning Hours

2018 TRAINING ATTENDANCE SCORECARD

December 18, 2018

260	260	100.0%	17,521.3
COMPLETED	POPULATION	COMPLIANCE PERCENTAGE	TOTAL HOURS ATTENDED

- **Average Learning Hours**

People Leaders	85 hours
Individual Contributor	63 hours
Sales	86 hours
Non-Sales	62 hours

- 2019 - Linked to IDP

# Course Offerings (New Courses)	Total Hours	Ave. Attendance	Ave. Course Design Rating	Ave. Trainer's Rating
14	328	44.86%	4.5	4.63%

- Course attendance supports the employee's 2019 IDP (results will be provided after 2019 PA Review)
- Good attendance at 44.86% average. This is affected by number of batches scheduled per course
- Course designs are followed by skills-at-work implementation
- Need to focus more on developing values and behavioral trainings to strengthen HPC culture

SURGE AHEAD FORWARD SLGFI ★ ★ ★ ★

Course Title	Batches	Target Pax	Participation			Course Conduct		
			Size	Actual Attendance	% Ach	Trainer	Course Design Rating	Trainers Rating
Performance Rating Calibration	8	Staff - Managers	246	131	53%		None	None
Goal Setting and IDP Design Workshop	6	Staff - Managers	246	127	52%		4	4.5
Excel Lab	1	Champions	15	15	100%		None	None
HR Avatar and Behavioral Interviewing	1	People Managers	64	17	27%		None	None
Effective Business Communication Skills	4	Staff – Managers	246	62	25%		4	4.5
V.I.P. (SLGFI Values)	4	Staff – Managers	246	189	77%		4	4
V.I.P. 2.0 (Inspiring and Caring)	1	Staff – Managers	246	19	8%		5	5
V.I.P. 2.1 (Professionalism)	1	Staff – Managers	246	22	9%		5	5
Meeting Management Using 6 Thinking Hats	6	Staff – Managers	246	122	50%		4.25	4.75
Assertive Communication	1	Staff	77	22	29%		5	5
Performance Coach Development Program: Level 1	1	People Managers	64	17	27%		4.5	4.3
Yellow Belt	1	New Hire	18	15	83%	BTO/SLOCPI	4.6	4.25
Green Belt Certification	1	Department Heads	64	19	30%	BTO/ SLOCPI	5	5
Business Analytics	1	Leaders	36	21	58%		None	None

Sun Life GREPA Financial
Brighter Way: CI Program

2018

	count	%	no. of days	%	%
232	175	75.4%	31	9.1%	15.5%
TOTAL NO. OF IDEAS GENERATED	TOTAL IDEAS CLOSED (Completed, Cancelled, Moved)		AVERAGE TIME TO CLOSE	TOTAL IDEAS IN PROGRESS	TOTAL IDEAS NOT STARTED

2019

	count	%	no. of days	%	%
585	494	84.4%	89	13.5%	2.1%
TOTAL IDEAS GENERATED	TOTAL IDEAS CLOSED (Completed, Cancelled, Moved)		AVERAGE TIME TO CLOSE	TOTAL IDEAS IN PROGRESS	TOTAL IDEAS NOT STARTED

TREND: GENERATED VS. CLOSED PER YEAR

	2018	2019	2020
Completed	175	299	0
Moved to Lean Solutions	0	0	0
Cancelled	0	20	0
Generated	234	351	0

BRIGHTER WAY

- CI Program
  - SLGFI GB Certification Training @ 19 GB Trained in 2019 for Certification in 2020

- **2018 – 2019** CI focused on activity generation to develop the behavior; **2020** shall focus on benefits computation
- Monitor and measure the consistency of implementation of previously implemented ideas
- Channel/Division Heads target GB Certifications in 2020 to drive projects of bigger business impact

SURGE AHEAD FORWARD SLGFI

People Development

Sun Life GREPA Financial

Activity	Dates	Staff	# of Participants
Occupational Safety & Health Standards Training	June 9, 2020	Mandatory for all staff	50
Occupational Safety & Health Standards Training	May 22, 2020	Mandatory for all staff	50
Occupational Safety & Health Standards Training	May 21, 2020	Mandatory for all staff	50
Occupational Safety & Health Standards Training	May 18, 2020	Mandatory for all staff	50
Occupational Safety & Health Standards Training	May 14, 2020	Mandatory for all staff	50
HIV Awareness	December 2019	Open for all staff	60
Employee Movie Night	November 15, 2019	Open for all staff	150
Muay Thai Wellness Activity with Coach Mauro	Nov. 5 2019 - Jan. 2020	Open for all staff	15
Pilates Wellness Activity with Coach Carla	Nov. 5 2019 - Jan. 2020	Open for all staff	15
Boot Camp Wellness Activity with Coach Paolo	Nov. 5 2019 - Jan. 2020	Open for all staff	15
Pound Fitness and Wellness Activity with Coach Ceej	Nov. 5 2019 - Jan. 2020	Open for all staff	15
Yoga Wellness Activity with Coach Joanne	Nov. 5 2019 - Jan. 2020	Open for all staff	15
HipHop Wellness Activity with Coach Jay	Nov. 5 2019 - Jan. 2020	Open for all staff	15
Breast Cancer Awareness	October 2019	Open for all staff	50
PLIA Tournament - Volleyball and Basketball	September 21, 2019	Open for all staff	100
PLIA Tournament - Badminton	August 17, 2019	Open for all staff	50
PLIA Tournament - Bowling	May 18, 2019	Open for all staff	50