

Regular sports and team building activities

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Please briefly describe the initiative.

We are one great team when we are working, but we are also great when hanging out and competing. Motivation and better knowing each other are important to us. This is why we allocate free time and company's resources for organization of sports' and team building activities. Continuously throughout the year, we rent sports slots for football, basketball, volleyball, archery, bowling, and once a year we go to sports games of the insurance companies in Serbia, and on other occasion organize team building for all employees in our company.

What were the benefits?

This initiative aims not only to increase motivation and satisfaction in the workplace, but also to provide employees with the opportunity to better connect with each other and build team spirit.

Through joint sports activities, workshops and games, we have the opportunity to relax, renew our energy, build mutual trust, which is crucial for successful teamwork. Colleagues who do not participate in sports activities, cheer and encourage the others.

Who were the main stakeholders involved?

Employees

What were the major learnings and challenges you had to overcome?

The organization of these activities is handled by employees who would like to be engaged, in addition to their regular work activities. Over the years, we have already learned which periods of the year are best for organizing such activities, how to bring and return all employees to and from team building venue in one day, or how to include them in the training slots they want. The organization involved is big, but the desire to maintain continuity is also big.

Not all of us are born for sports, so we try to adapt team building activities so that everyone can participate and contribute in their own way. We try to design such activities that encourage team members to find a common language, be creative, support each other and cooperate in order to achieve common results.



Going forward, what are your plans to further develop the project?

We continue with regular slots for sports activities and participation in sports games organized by the Association of Insurers every year. We have noticed how much our colleagues enjoy these events and look forward participating in them. Our team also wins a lot of medals at those competitions, which we proudly display in our workspace.

We believe that sport and team building activities are beneficial for all employees, as they contribute to better physical condition, stress reduction and better mood. Based on positive experiences, we recommend that the other members of the VIG Group consider introducing sports activities into their programs, if they have not already done so.

Are you interested in exchanging with Mira, please feel free to contact her!

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