To make Bausch + Lomb a Great Place to Work, where employees trust the people they work for, have pride in what they do, and enjoy the people they work with.

- Employees are willing to recommend it as a great place to work and
- Bausch + Lomb is an Employer of choice for potential candidates

Image Source – Great Place to Work Institute
Employee Engagement Framework

Create Framework to impact Trust, Pride & Camaraderie

Image Source – Great Place to Work Institute
People - Engaging Individuals

Meet the MD / Meet Leadership Team
(One-on-One or Group meetings)

Skip Level Meetings
(One-on-One or Group meetings)

IDPs and Career Counseling

100 Day Touch Point
Sampark

• Touch points focused on communicating successes, organization direction, seeking feedback on what works and what could be better
• Touch points with Leadership Team and Skip Level Meetings to be organized with businesses meetings / pre-scheduled travel
• These are solutioning meetings and can be run as Focus Groups

• Touch point focuses on understanding career aspirations and specific plans for development of the individual.
• Tracked closely. Promotions reported and shared with the larger team
• To initiate “My Story Sessions” to encourage building of learning communities

• Ensuring new joinees are well integrated into Bausch + Lomb
• Scheduled monthly calls with employees - Sampark
• Tracked closely. Issues resolved quickly
People – Engaging Teams

- Build a culture where people are energized and fun is a serious business
- Celebrate individual, team and organization successes
- Encourage creativity and learning in the workplace

- Enabling smooth flow of communication, information & plans to the entire organization in a consistent & concise manner

- Creating an agile and energized workforce
- Co-ordinate and implement ‘Focus on Health’
- Running programs to make fitness a part of culture such as sports

- Identify and work on the projects which have organization wide impact
- Highest Awardees automatic members of this team

- CSR awareness among stakeholders
- Ensure strong alignment between the CSR strategies and Overall organization's objectives

All teams are mentored by one ExCom member. Team Leader is not an ExCom member