

BEST WORKPLACE PRACTICES

Conspic Group of Companies

Creating a love culture in the workplace

While most small and medium enterprises (SMEs) are caught up with trying to maximise the returns on their investments, Conspic Group of Companies is focused on creating a love culture for its employees through mentorship. “We decided we needed to focus more on the mental well-being, and from there, realised that we needed to create a love culture. So this year, we launched our love culture — Love our staff, love our job, love our clients,” Managing Director Marcus Tan Cheng Tat tells *The Edge*, highlighting that his wake-up call came after he was diagnosed with cancer — Stage 2 Hodgkin’s Lymphoma.

The organisation, which employs 45 people, leverages its size as an SME to ensure that its employees have a strong bond and relationship with each other. For example, the leaders of the company make an effort to talk to the employees during work travel to understand them better while their families are invited to some of the corporate events to create stronger connections within the organisation.

The leaders of the company also helped Tan during his second bout of cancer in 2016 to ensure that the com-

pany continued to see growth in both its revenue and bottom line.

This family-like support extends across the organisation. For example, Uncle Fook, a senior site supervisor, was 69 when he retired in October 2017 after being diagnosed with Stage 4 lung cancer. The company provided him and his family with support through visits, finance, prayers and even motivation.

“One very meaningful thing that we could do for him was to organise a photoshoot for him and family. We engaged our usual photography company to do a photoshoot for him and the photographer decided to do it for free for Fook. It was so meaningful to the family as it helps to immortalise their memories together with Uncle Fook,” Tan says.

He points out that the company looks after all its employees — permanent staff as well as foreign workers, who Tan says are also part of the family.

Apart from that, the company also provides its employees with training on leadership using John Maxwell’s book, *Developing The Leader Within You*, using simple language so that everyone, regardless of their background, can understand and participate.

Moving forward, the company plans to organise marriage counselling courses for its employees as well as candle-



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Marcus Tan

light dinners for all the couples in the office in order to help them learn more about their spouses so as to strengthen family ties.

As for encouraging physical health, the company launched its “Fitbit Fitness Challenge” in 2016.

“We bought fitness trackers for all our staff who signed up for the challenge. Once a month, we have activities in the office where we do workouts. As a team, we also do hiking, zumba, HIIT (high intensity interval training) programmes, jogging and so forth,” Tan says, adding that there are also talks by nutritionists on how to eat healthy on a budget.

Under the fitness challenge programme, those who join pay RM100 per year and commit to eat better, achieve 45,000 steps a week and participate in monthly exercise meetings, he shares.

At each meeting, their body composition and weight are measured to track their progress.

“We have a winner at the end of the year. We pool all the money together, and that pool of RM2,500 goes to the winner to redeem a local or overseas holiday,” Tan says.

Conspic also allocates RM600 a year to a staff welfare fund for each employee for their bonding activities. On top of that, the fitness challenge programme allocates RM1,000 to each sign-up. There is also a RM500 reward to those who do not take any medical leave for the year. Tan says while there was only one who was eligible for this reward when they started in 2015, there were five last year.