

# Yoma Bulletin

Group-wide weekly highlights

Issue 10 | 10 July 2020

## HEADLINES

### Do the Right Thing

All Yoma employees are to be reminded to follow the Health & Safety guidelines. We strongly advise all of your to continue to practice good hygiene habits such as washing your hands regularly, wear a mask when necessary and listen to our Health & Safety teams.



## BETTER YOMA

### Congratulations to Case 1 Winners

For our first Better Yoma Case – How can we spend less time getting to and from Campus - we have two winners! The winning teams are Aunt Myint Myat's team from Group Admin and Alexis Aung from Group Finance Team, and they both take home winning price of 200,000 MMK cash each. To find out more about their winning ideas, please visit our [page](#).

Every month, the Better Yoma project team crowdsource solutions to help make Yoma Better for you. Take part and contribute your ideas to win cash prizes! Our next case will be announced soon.

For any questions, please email [betteryoma@yoma.com.mm](mailto:betteryoma@yoma.com.mm).

## HEALTHCARE

### Yoma Family Healthcare is a Call Away

If you are sick or need any medical advice, Yoma Family Healthcare is here to help you. As part of the Yoma family, all permanent full-time employee of Yoma Group can enjoy the benefits of Yoma Family Healthcare. We are here to provide support to any of your health-related issues and cover your medical expenses. For more information on Yoma Family Healthcare, please click [here](#).





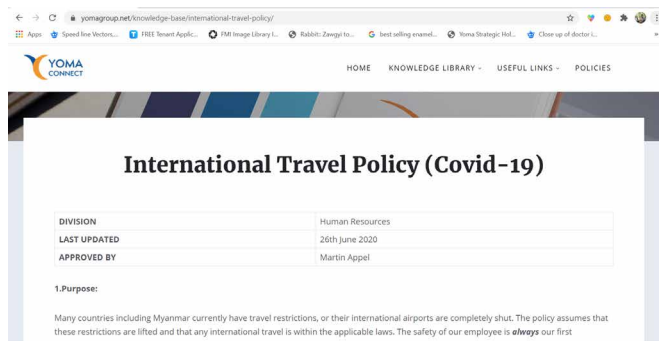
# AskHR New Chat Function

If you have any questions or enquires for Group HR, you can now drop a message to them on Workplace Chat, as well as email to [askhr.com](mailto:askhr.com). All enquiries will be replied within 24 hours. Click [here](#) to message them.

## HR NOTICE

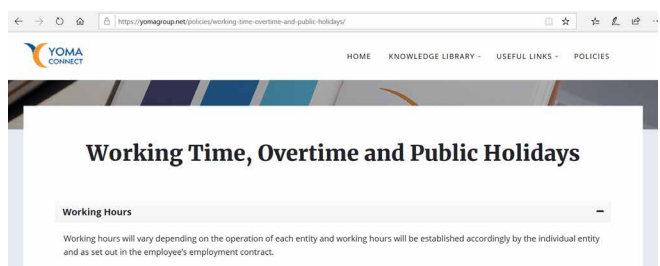
# International Travel Policy

All employees are reminded to comply with our international travel policy. This policy covers definitions of different types of international travel including; business travel, family visit, medical reasons or other reasons. Click [here](#) to learn more.



# Get your Overtime Approved on Yoma Connect

All employees will soon be able to log in your overtime and have your managers approve on [Yoma Connect](#). This function is currently being test with with Yoma Land and Group Shared Services functions and will soon be rolled out to all Yoma employees.



## YOMA RECRUITMENT

We are looking for talents, here are some of the "hot roles" this week:

1. HR Data and Reporting Analyst
2. Environmental and Safety Analyst
3. Data Analyst (Sustainability)
4. Supply Chain Manager
5. Senior Collections Manager
6. Finance Manager
7. Fleet and Distribution Manager

For more job vacancies, click [here](#).

## SUSTAINIBILITY / CSR

# The 9 Key Topics of Materiality

Last week we introduced our 3-core sustainability pillar - People, Planet and Profit. This week we would like to share our targeted areas of environmental, social and governance focused topics.

In 2018, the Group conducted a materiality assessment. An independent sustainability consultant facilitated the materiality assessment process and aligned Yoma Group's core values and visions with GRI (??) Standards. Covering wide range of topics to improve and elevate the group's sustainability standard.

In coming features, we will deep dive into each of these topics to share with you implemented plans and future plans at a Group level. Email [Po Po Min](mailto:PoPoMin), for any sustainability related questions for visit [page](#) to find out more.



IN THE SPOTLIGHT

# Improving Customer Relationship Towards Business Growth

Yoma Land’s themed event Building Connections is a new initiative to address the changing leasing needs of the modern Myanmar and expatriates’ families. Besides expecting a multi-national lifestyle community that is close to international school, medical care, country club and golf club facilities and professional estate management services; the new requirements extend to a safe and healthy environment.

With this knowledge, the leasing team adopted a razor-sharp customer focus built around potential renters’ needs during the events. We discussed about ways to exceed renters’ expectation. Putting customers at the heart of everything allow us to help our business partners achieve their goals, increase referrals and our occupancy. The Building Connection events are an opportunity for us to exchange ideas and showcase our new homes for rent. Regular events are great for keeping in touch with our partners and create the buying-in for the growth of our rental business.

To learn more about Pun Hlaing Estate current events and properties, click [here](#).



IN THE SPOTLIGHT

# Celebrate French National Day with Memories Group

Come join us at Awei Metta today (10 July) after work to celebrate the French National Day, an event that will be packed with markets stalls, food and drinks from 5 pm – 10 pm. Alternatively, bring along your friends and family for a staycation this weekend with our Sunday Bastille Brunch party.

The French National Day is also called the Bastille Day and it’s on 14th July. In Yoma Group, we have seven French employees. Celebrate their special day with them at Awei Metta.

Make your reservation for a weekend staycation or reserve your Sunday brunch reservation [here](#).



IN THE SPOTLIGHT

# Little Sheep Day at the Campus

Have you heard about the Little Sheep Day at the the Campus? Every Tuesday, Little Sheep will be coming to the Campus from 11:30 AM - 2:00 PM to serve lunch to the Yoma family. Our team has developed four delicious lunch meals with unique tastes just for the Campus.

Try our best dishes:

- Sautee Lamb with Pepper Sauce and Steamed Rice
- Lamb Coconut Curry and Steamed Rice (Thai Style)
- Chicken with Baby Corn and Steamed Rice
- Yunnan Style Soybean Pork and Steamed Rice

What are you waiting for? Pre-order your favorite dish before 5:00 PM every Monday. Place your orders [here!](#) Follow us on [Facebook Page](#) for the latest updates & promotions.





YOMA CHALLENGE

# Let's Bring Some Color to the Monsoon Season

July Yoma Challenge is here! This month, we are challenging all our Yoma employees to – Draw Your Monsoon.

Join in and share your artistic interpretation of “what is monsoon” to you. Simply share your drawing with us on the [Yoma Challenge Workplace page](#). Remember, you are only allowed to represent one team! We will soon be announcing our team leaders for this challenge, good luck to you all and start getting creative!



YOMA SOCIAL CLUBS

To encourage everyone to find their outside-work passion and meet like-minded friends Groupwide, we welcome anyone to start their own social club. We will soon be rolling out a digital form for anyone who is interested to start their social club. If you are interested, you may reach out to [May Kan](#).

**Book Club Gathering – Litflix Book Club**

The core members of the book club gathered this week at Campus to brainstorm on the types of meet-up activities book lovers might enjoy participating in. If you have any book recommendations, book to lend, book request or want to be part the book club... reach out to [Po Po Min](#) or visit [Litflix Book Club page](#) to get updates on their next meeting.



**Join 100K challenge – Yoma Running Club**

For those who want to challenge themselves physically, join [May Oo](#) for the “100k a month for six months” challenge. Download Nike Running Club (NRC) app for free and clock your runs now. Everyone can join, share your progress with on [Yoma Running Club page](#).

July 100k Challenge

26 days left

5.00 / 62.13 mi

Place 83247 / 106194

DO YOU KNOW WHAT THEY DO?

# Meet Group Shared Service

You might have heard of the term Group Shared Services (GSS) – what do they do and what role do they do to support our business entities? Once a week, we will introduce to you one of our GSS staff so that you will have a better understanding on the different roles and functions of GSS. Learn about Group HR.



## Group HR Performance Management

THAT MYAT NOE

GROUP HR



Ma That Myat Noe's daily work includes creating and managing our employees' performance framework.

The Performance Assessment and Career Evaluation (PACE) process is key to helping employees meet their individual goals and department goals.

For more information about Performance Management, please contact [thatmyatnoe@yoma.com.mm](mailto:thatmyatnoe@yoma.com.mm).

Human Resources Management Department plays an important role in the Group. Their main functions include:

### **Compensation & Benefits**

Manage Payroll, Employee Benefits and sustaining job competency levels.

### **Learning**

Build training programs to enhance learning culture with different methodologies.

### **Talent Management**

Drive Leading the Yoma way to build talent pool  
Performance Management – Ensure Performance assessment and career evaluation process to help meet employee's individual goals and department goals.

### **Responsible Business**

Establish long term goal on all aspects of sustainability.  
Build our CSR profile and support entities in M2020 and medical missions.

### **Employee Satisfaction**

Create measurement system and assisting entities in achieving their ESAT goals and surveying.

### **Business Partnering**

Provide HR support to all business groupwide.



# Everyone, meet...

**MA THEINT SU MON**  
YOMA LAND, STARCITY



**“I joined  
StarCity  
(TED)’s sales  
Department  
since 1<sup>st</sup> April,  
2010.”**

## **WHAT CONTRIBUTED TO BECOMING THE BEST-SELLING TEAM?**

*It is an honor to be part of the best-selling team. Our achievement was a true accumulative team effort with many hardworking and talented team members. For our sales team, we constantly work hard to seek potential buyers as well as keeping in touch with our existing clients including our very own Yoma family employees.*

## **WHAT ARE YOUR MOST PROFOUND MEMORIES ABOUT CITY LOFT?**

*City Loft was first introduced to the staff at The Campus. The team was a new establishment and we started from scratch not knowing what to expect. With an amazing team spirit and mission in mind, we worked day and night putting together the plan to introduce this amazing product to all our employees. The reaction was amazing and our team chemistry was established during this time. It was a joyful memory for me.*