Healthy Workplaces Summit 2015

Zavarovalnica Triglav, d.d.
ZAVAROVALNICA TRIGLAV, d. d.
"WE CREATE A SAFER FUTURE"

- 115 years
- 2357 employees – Slovenija
- 5390 employees – Triglav Group

The key market of the Triglav Group is South-East Europe, where it ranks among the largest insurance/financial groups.

Slovenia
Croatia
Bosnia and Herzegovina
Serbia
Montenegro
FYR Macedonia
- Inception of the programme: autumn of 2011
- Harmony of life and work → Triglav.smo
- Motto: Healthy – Satisfied – Ambitious
- Care for the physical and mental health of all employees
- Efficient management of psychosocial risks
Code of the Triglav Group

Lectures
Education
Traineeships
Workshops

Encouraging cooperation

Intergenerational Cooperation

FFE

Encouraging Innovation
And Creativity

Leadership

Psychosocial support

Zavarujmo zdravje “
Let’s protect health

Work with people
with disabilities

System of protecting
employee dignity at
the workplace

Career development

www.healthy-workplaces.eu
Leadership

- Unsuitable leadership results in stress, burnout syndrome and other psychological disorders.
Leadership

- Strategic conferences for leaders
- School of Leadership
- Coaching for new leaders
- E- manual for leaders
- Management by objectives
Management by objectives

Zavarovnica Triglav, D.D.

"Postavljanje in spremljanje ciljev ter nagrajevanje delovne uspešnosti"
Improvements of the organizational climate

- Management by objectives
- Satisfaction
- Leadership and development systems
- Indeks OCS
Code of the Triglav Group

- Adapted September 2010
- Revised September 2015

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Chapter 6

1. Accompanying note to the Code of the Triglav Group
2. Nature of the Code
3. The application and the interpretation of the Code and other codes and acts
4. The fundamental values of the Triglav Group
5. Ethical principles of the Triglav Group
6. Attitude to employees
7. Protection and integrity of information
8. Communication
9. Dealing with Code violations
Code of the Triglav Group

- E - education + online test (obligatory)
### Internal communication

- **Internal newsletter & website**
- **October 2014**
- **7 categories**

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**Povej.N>PREJ**

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**Kodeks: Preprečimo pranje denarja**

Bilo je sivo, deževno jutro. Zavarovalna zastopnica Tamara se je po neprespani noči stežka pripeljala do službe. Zamujala je. Na cesti je bila gneča in šele po daljšem iskanju je uspela najti prosto parkirno mesto. In ko ... >

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**Jezikovni kotiček: Vas mučijo vejice?**  
**Kodeks: V nasprotju interesov**  
**Kodeks: Razkrijte prevaro**

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[www.healthy-workplaces.eu](http://www.healthy-workplaces.eu)
Internal communication

Magazine Obzornik

- to create a devoted and satisfied community of employees
- a mix of entertaining stories and professional articles
- Obzornik INTERNATIONAL
Vse bo v redu.