

Social

Culture of Happiness Evangelism



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Happiness is the meaning and the purpose of life, the whole aim and end of human existence, said Aristotle many centuries ago. It all begins with the choice to lead a happier life. For homes, organizations and countries, happiness is prime - especially in these unprecedented times, wellbeing and happiness are significant.

While the pandemic has been tremendously challenging, there have been remarkable stories on human resilience and strength.

At Happiest Minds, we adapted to the new normal seamlessly. We celebrated our 10th milestone from the launch of the Company. As we look back at the last decade and look ahead to the next, there are so many things that we are grateful for – personally and professionally, individually, and collectively. We are grateful to the team, our customers, our investors and shareholders. We have stayed true to our mission of ‘Happiest People . Happiest Customers’. We have reflected the ethos of our logo: “The Happy Person” depicting our Being, our Belonging and our Becoming. We have lived by our SMILES values (Sharing, Mindful, Integrity, Learning, Excellence, Social Responsibility). These have contributed to our vibrant culture. We have led strategically as a

‘Born Digital . Born Agile’ Company and truly lived up to our positioning of being a Mindful IT Company.

‘Happiness Evangelism’ and ‘Mindfulness’ are two sides of the same coin that need investment of time and talent. Your Company provides the enabling functions to internalize and institutionalize these as actionable activities to enable the happiness of our people.

It is believed that happiness influences health. Happy people choose to eat healthy, exercise wisely, sleep adequately and are mindful of their wellbeing. Happiness also benefits our cardiovascular and immune systems; researchers see a direct correlation between psychological wellbeing to ageing and health at the cellular level. Good health also leads to happiness. So, this is a happy cycle. Real happiness is learning to enjoy one’s work, being more grateful and having really positive relationships.

At Happiest Minds, we engage with our team on their wellbeing. Customized programs and initiatives for physical, mental, emotional and financial health were rolled out for our teams, such as the Emotional Intelligence program, Mindful Thinking program,

Digital Wellbeing program, extending online learning platforms to support continual learning, Financial wellness for women, Emotional and mental fitness, online curated learning paths to upskill on various technologies and professional development and much more. With a Happometer internally, every Happiest Mind is open to express their feelings, and we are happy to answer them.

It is a matter of pride for us at Happiest Minds to see the impact we have made on the lives of our people by fostering a sense of purpose, by forming collaborative communities and by fashioning the capacity to make choices.

Programs such as Mindfulness Training, SMILES Shorts, HappiZest – our Wellness initiative, along with a culture of listening through the annual Happiest People Pulse Survey & Customer Happiness Survey, the real-time Happometer, the external Great Place to Work® Survey and Mithra – the Good Samaritan Counselling Program, helps gather feedback and derive action items, to achieve the overarching principle of creating and sustaining a great place to work. Our CSR program, Circle of Happiness, executes a process for leveraging our capabilities, building a social engagement program and contributing to socially relevant causes; d’CARBON (Clean, Assured and Responsible Building of Outcomes towards Neutrality) makes a difference to the environment and aligns corporate values with actions.

People are one of the most important aspects in an organization. Our people are integral to our business and their happiness is of utmost importance. Our systems, policies, and practices are crafted to nurture an open culture, enabling our people to discover their potential and participate in shaping their own work-life experience. This is how we make a difference.

Enabling the happiness of our people.... one person at a time.



Mindfulness

Happiest Minds is the Mindful IT Company that offers:

The individual, an environment to live in the moment and perform with purpose;

The customer, a trustworthy partnership, by living our core values; and

The community, contributions as an empathetic corporate citizen.

The focus is on:

Being Mindful which involves living in the moment; and

Doing Mindful which involves perceiving immersively, processing non-judgmentally & performing empathetically.

Being Mindful to the needs of our members by establishing people-centric Practices & Policies has resulted in higher people satisfaction. We have been consistently ranked high in Great Place to Work® Institute and Glassdoor® ratings.