



Org Profile



Leadership



Customers



Strategy



**People**



Processes



Knowledge



Results

# People



# What do I need to know about People?

- How Kino Biotech engages and develops staff in alignment with its vision, mission and values?
- How Kino Biotech compensates and rewards staff to achieve high performance?



# Conveying values into action



People

Responsibility

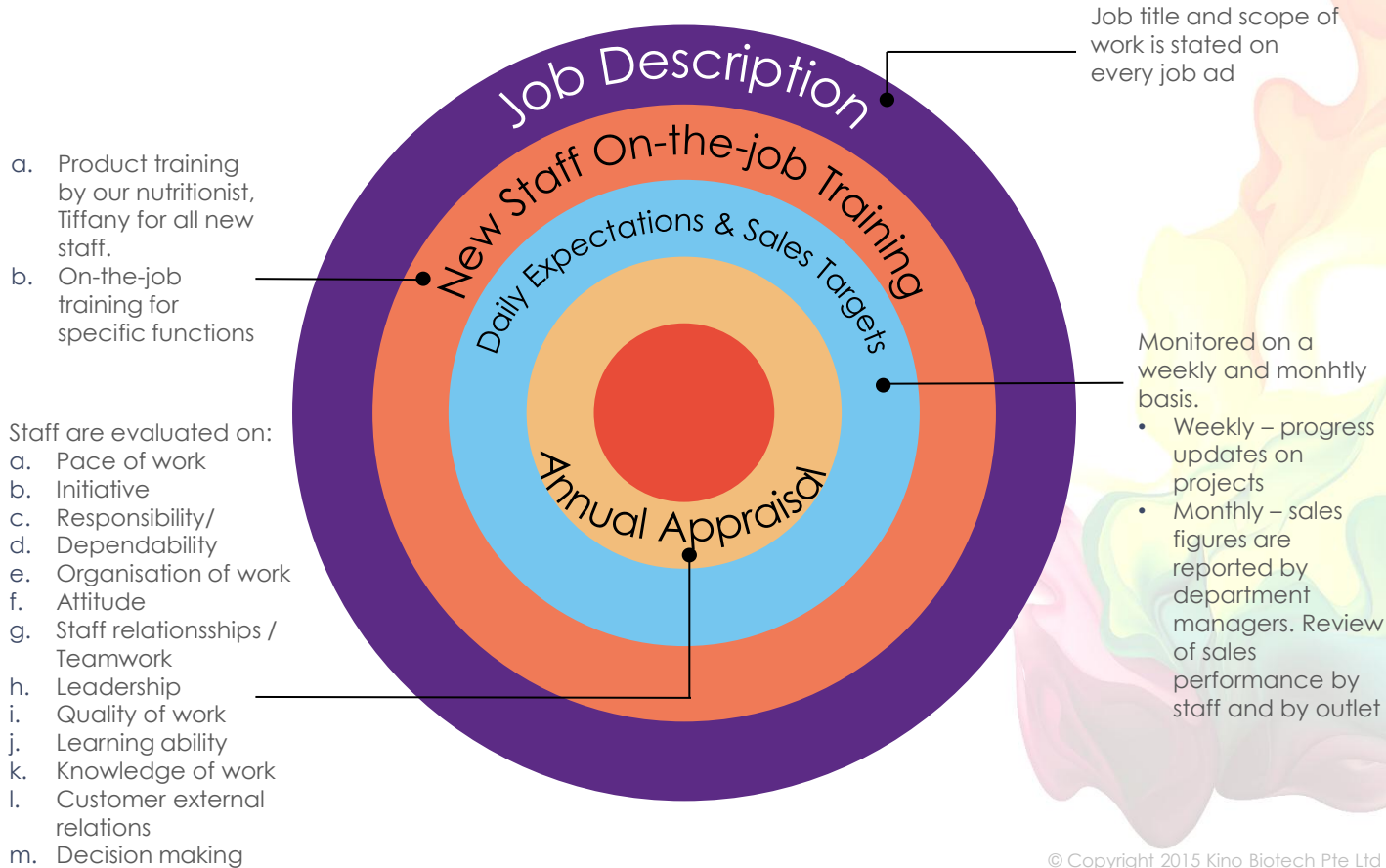
Innovation

# Staff Engagement & Well-being

- Team breakfast treats
- Afternoon snacks
- Company dinners & incentive treats
- Department outings
- Annual Company D&D
- Special events (e.g. CNY Celebrations, Christmas Gift Exchange)
- (Upcoming HR Initiative) Birthday month for staff



# Setting Performance Standards



# Performance & Recognition

- The middle management uses regular group/team meetings, effectively to do goal-setting, encouragement and performance management
- Rewarding outstanding sales promoters:
  - ✓ Best Groomed Promoter
  - ✓ Outstanding Promoter
  - ✓ Top Promoter
- Sales commission (for promoters)
- Incentive treats
- Opportunities for further learning and staff development



One of our sales promoters, Ms Foo Suan Lan, was also recently awarded the Best Health Advisor award during Guardian Health & Beauty Award 2015.