



Be Challenged
Build Your Buzz

2023 Connection Plan

Get & stay connected!

A connection plan is crucial to building and maintaining a motivated, empowered and engaged team culture.

Connection plans are built around seven key principles:

1. Support your organisation's vision and values
2. Celebrate individuality within your teams
3. Promote open communication and a listening culture
4. Create interactions that increase energy, enthusiasm and joy
5. Give everyone in your business a role in its culture
6. Celebrate your successes
7. Give equal focus to personal and team development

Connection plans are practical and accountable:

Your connection plan includes the role every team member plays to ensure the success of your Connection Plan.

Be Challenged works by your side throughout the year to ensure you're on track.



We only preach what we practice.

THIS IS OUR TEAM
CONNECTION PLAN
FRAMEWORK

The Be Challenged Connection Plan is how we:

1. Seek to create and maintain connections between all Be Challenged team members each year
2. Prioritise the well-being of all employees
3. Celebrate successes, achievements and the embodiment of Be Challenged Values
4. Emphasise the value of growth and professional development



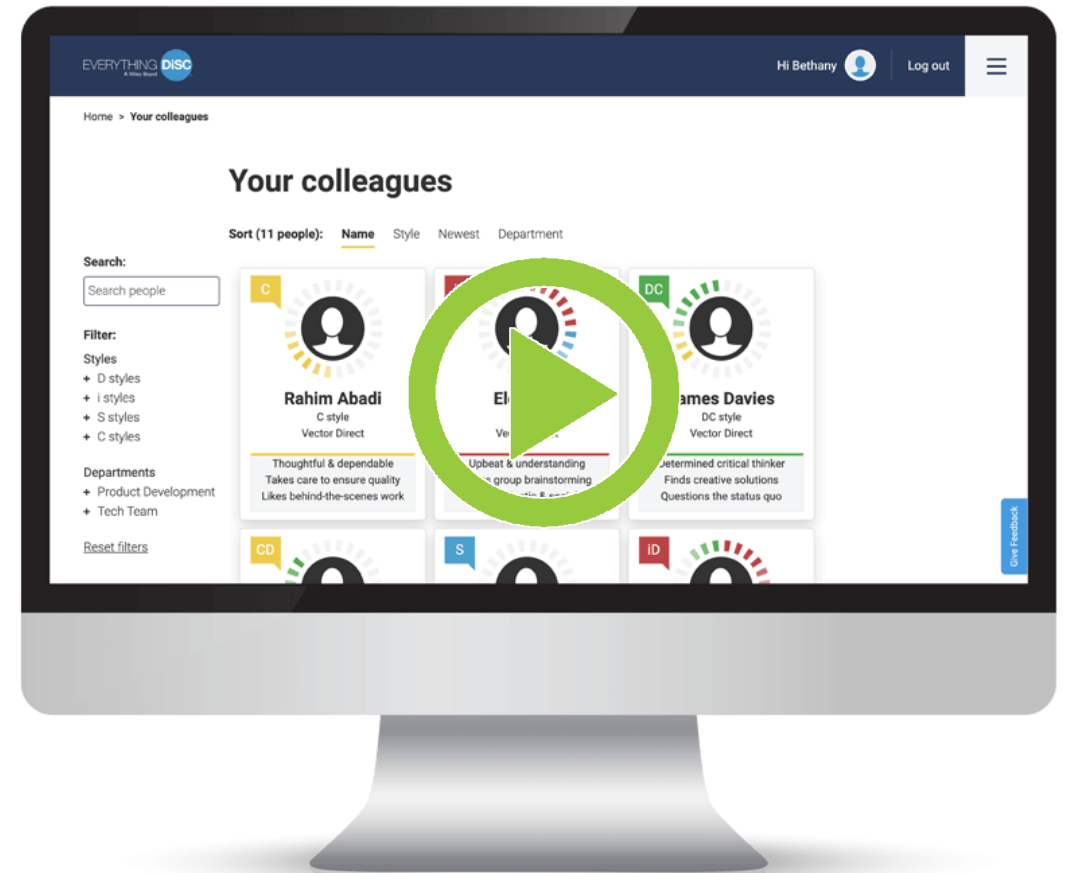
Using DiSC as a foundation for connection

By taking the subjectivity out of how you form connections, your team is able to expand their natural networks and successfully collaborate with a broader spectrum of colleagues, leading to better performance and job satisfaction

Be Challenged considers the knowing and understanding of one's colleagues to be one of the greatest indicators of success, and as such, invests significant time into the DiSC personality profiling program.

Our team complete a DiSC questionnaire in the onboarding stage, before engaging in a series of staggered DiSC comparison sessions with team members throughout the year.

This approach assists staff to achieve the most effective outcomes in their roles as it fosters a deep sense of understanding for the way others communicate or behave in the workplace.



We build connections in four ways



Meeting Time

Fortnightly Jam Session
Quarterly Ensemble WIPs
Annual Conference
Working Team Meetings



Professional Development

Development of a scope and sequence plan for all team members:
Whole Team
Working Teams
Individual
Mentoring and support for trainees



Well-being Initiatives

Employee EAP program
Flexible work arrangements
Employee engagement surveys
Gift for personal milestones
WhatsApp groups
Lunch and Learn sessions
Christmas celebrations
House Groupings



Recognition & Rewards

Buzz Lightyear award
MVB Award
Milestone recognitions
Values awards
Magic Moments (Peanut) award
Bonus Program
BHAG incentive
Annual Retreat
Catalyst Global Conference



We connect via meetings

The Fortnightly Jam Session

This meeting will be held fortnightly for 30 minutes, for the purpose of connecting the whole team.

All employees have been sent an invitation to this regular meeting. Please ensure that you indicate either your attendance or your apology before the meeting.

If greater than 60% of employees are available for the meeting, it will go ahead as scheduled.

For 2023, you are asked to bring with you the instrument you were allocated at Conference.

You may also like to proudly display your House Keyring at key moments in our meetings!

Please note that a schedule has been sent out indicating the date on which individual team members will share either a Life Hack or a piece of music which is of significance to them. These 'shares' are only for about 5 minutes. If you are unable to share at the time scheduled in the roster, please arrange to swap with another team member.

Quarterly Ensemble

Held at the time we would ordinarily have a Jam Session, this meeting allows us to go into more depth and is characteristically a little longer than a fortnightly meeting.

In these meetings, we may:

- Look at results for the quarter
- Discuss goals for the next quarter
- Engage in some short professional development
- Hear from representatives of teams in the business
- Discuss our progression with the strategic plan

Annual Conference

Held each year, the conference is an opportunity to review our achievements from the previous year, strategize for the coming year and work closely as a team.

Information about the conference will be shared with the team throughout the year.

Working Team Meetings

Please note that you may also participate in regular meetings within your working team, such as Sales, Operations or Facilitation. Line Managers will send invitations to their team members for these meetings.

Work In Progress

These meetings will be held every 4-6 weeks with your line manager. They enable you to discuss:

- How you are feeling in your role and in general
- How you are managing your accountabilities/KPIs
- Short and long term goal progression
- Any support you feel you may need
- Quarterly WIPs may also be held with a Managing Director relevant to your role

Meeting	Person Responsible	Medium	Frequency	Length
<i>The Fortnightly Jam Session</i>				
<i>Quarterly Ensemble</i>				
<i>Annual Conference</i>				
<i>Working Team Meetings</i>				
<i>Work In Progress</i>				



We connect via **personal development**

Professional Development is delivered in four groups:

- Whole team
- Working team
- Trainees & apprenticeships
- Individuals

Individual Professional Development will be designed according to the accountabilities, goals and KPIs of each member of the team.

Please note:

Professional learning sessions for each working team will be determined based on the needs of the team at that point in time. As such, they are identified as TBC on the Scope and Sequence below.

Be Challenged employees completing traineeships/ apprenticeships will attend a monthly group meeting with the purpose of discussing successes, progress and challenges together. Individual mentoring is available to any employee who would like assistance with managing their schedule, studying or completing assessments.

Employees are encouraged to think creatively and innovatively about the kinds of professional development which may enhance their knowledge and skills. Sometimes, professional development, which involves shadowing a peer within the company, or a mentor outside of the company, can be more powerful and effective in terms of achieving goals in comparison to a more formalised course.

Team Members	Q1	Q2	Q3	Q4
Whole Team	Blue Ocean Theory Evacuation Policy Conference	WHS Responsibilities	Managing difficult conversations in the workplace Discrimination Harassment + Bullying Policy	Feedback: Austin's Butterfly
Sales	Salesforce Training	Product Training	TBC	TBC
Facilitation	Salesforce Training	Product Training	TBC	TBC
Events	Salesforce Training	Product Training	TBC	TBC
Trainees & Apprentices	Monthly Support Meeting	Monthly Support Meeting	Monthly Support Meeting	Monthly Support Meeting



We connect via **well-being Initiatives**

Flexible Work Arrangements

Please see the information in the Be Challenged Way operational manual for more information about opportunities for flexible working arrangements.

Employee engagement surveys

Employee engagement surveys will be conducted every six months. The results will be shared with team members at a fortnightly Jam Session. Evaluations will also be conducted in relation to significant initiatives or annual events and the feedback from these evaluations will be taken into consideration in the planning of subsequent events.

Christmas Celebration

Our annual Christmas Celebration will take place on 21st December in Sydney. Team members will be emailed with more details closer to the time. Please note that December 22nd will be a day off annual leave for all of the company.

WhatsApp Groups

What's App Groups are used by employees of Be Challenged to further drive connection between members of the team. The current What's App Groups in operation that are monitored and endorsed by Be Challenged are:

- Be Challenged Sharing
- Be Challenged QLD
- Be Challenged NSW
- Be Challenged WA
- Be Challenged VIC
- Be Challenged Sales
- Be Challenged Ops

While other groups may be in operation, Be Challenged does not accept responsibility for the content of these chats.

Lunch and Learn Sessions

During the course of the year, Be Challenged team members will be offered the opportunity to attend Zoom Lunch and Learn sessions, which will address a range of topics such as Superannuation, Health Insurance, Life and Income Insurance and wellness strategies. The timing of these will be communicated via email and attendance will be optional.

Woody	Slinky	Jessie	Potato Head
Rohan	Adam	Michelle	Francois
Georgia	Dan	Presto	Ogs
Lisa	Jamie	Brian	Nathan
Alex	Renee	Vanessa	Sue
Piltzy	Lina	Rob	Ross
Norm	Kingo	Ben	Elise
Kate	Sophie	Azadeh	Georgia



We connect via **recognition & rewards**

Awards

A range of awards are given out each year at Be Challenged. These awards recognise employees who embody our core values and are voted for by all team members in the business. They are awarded at the conference at the beginning of each year.

The awards include:

- Values Awards
- Be Real
- Be Innovative
- Be Playful
- Be Passionate
- The MVB (Most Valuable Buzzer) Award
- The Peanut Award (a light-hearted reminder not to take ourselves too seriously)

Incentives

Be Challenged chooses to incentivise through an annual Bonus Program for which all employees are eligible.

Other incentives, such as the Catalyst Conference, are available throughout the year, and line managers will discuss these with their team members as appropriate.

Milestones recognition

At our annual conference, we recognise the service of staff who have been with Be Challenged for:

- 1 year
- 5 years
- 10 years

Recipients receive a gift voucher in recognition of their years of service with the company.

Annual Retreat

Employees who joined the company before July 1st of the previous year are eligible to attend the Retreat. This is usually held in the middle of a year, for approximately 2 nights. Where a BHAG incentive target has been achieved in the previous year, annual retreats may be enhanced or lengthened.

Catalyst Global Conference

An incentive for members of the company who go above and beyond, this conference is held in a different international location each year.

Recognition or reward	Person Responsible	How	When	Budget
Values Awards Be Real Be Innovative Be Playful Be Passionate The MVB The Peanut Award				
Incentives				
1, 5 & 10 year milestones				
Annual Retreat				
Global Conference				

Your connection plan is anything but set and forget

Once your connection plan is developed, think of Be Challenged as your team connection personal trainer.

We provide coaching to key stakeholders of the plan to ensure they feel empowered in their role.

We track and measure your progress across the four key areas of your plan through pulse reports.

Using these insights, we help refine your plan to ensure maximum connection.



A diverse group of young adults, including men and women of various ethnicities, are smiling and huddled together in a grassy field. The image has a semi-transparent dark overlay. The text "Let's Build Your Buzz" is centered over the group.

Let's
Build Your Buzz