

“ Make the Right Move ”

with The Standard Careers

## Better relationship and better skills for successful working environment

Simmons offers its staff a family-style working environment so various departments will work together closely towards the same target, said Raymond Cheung, Director & General Manager of Simmons Bedding & Furniture (HK) Ltd.

Knowing that staff spend more time at the company than at home, Cheung said the company hopes to create a working atmosphere where everyone works as a family.

“The staff are all working to the same target,” said Cheung, “and we hope that staff and different departments can have closer relationships and better communication.”

In order to help establish a closer relationship among the staff, the company arranges a wide variety of activities, both for work and for leisure.

At work, regular meetings within a department or cross-department are held regularly in which experience can be shared and ideas exchanged, so as to enhance communication. Cheung hopes effective communication can not only be achieved between department heads but also the general staff. Better social relations among staff are believed to facilitate a more efficient working environment.

For leisure, the company arranges various outings, such as barbeques. It also encourages its staff to participate in volunteer work such as visiting the elderly, and charity marathons.

“Besides having regular meetings, teamwork can be cultivated through these activities,” said Cheung. “It is believed that these activities can make it easier for staff to be closer to each other.”

Simmons hopes its staff will be self motivated, both to build up relationships with other staff and to do more efficient work. “Being asked to do something is very different from working out what to do and going ahead,” said Cheung. The company also offers incentive schemes to encourage and reward staff who give greater performance.

All staff are trained for a few days as an orientation to their career at the company. Besides teaching them knowledge of different products of Simmons, the staff are also taught more about sleeping. Cheung said different kinds of training like leadership training are offered to staff of different levels working with different responsibilities. Overseas training in Japan and the United States may also be provided. He



**Raymond Cheung**, Director & General Manager of Simmons Bedding & Furniture (HK) Ltd.

said that the company encourages its staff to enhance themselves by studying. By continuous learning, the skills of the staff can be boosted and improved.