

Content Theme : EMPLOYER BRANDING

Brand in Focus :



Industry : Financial Services

I ♥ my job

I Love American Express. Here is Why ?



My name is Shayla Gonsalves and I am really happy today.

I'll share why I am happy a little later.

Before that I wanted to share what is on my mind today.

On my mind today is the company I work for.

American Express.

And, I love this company.

Not because it is chosen, year after year, as one of the best companies to work for. But because I love everything this company does for me and other employees.

You see - I came to American Express (**We call it Amex**) from a place where work meant being a little stressed all the time. If you looked too happy - your boss thought that either you were not serious about your work or you did not respect her enough, or both.

Now, don't try to go to my LinkedIn profile and check for my work history. Because I have not mentioned that company in my profile. In place of it - I have added a volunteer role that I worked on to keep myself happy during those 'dark' times.

These kind of workplaces are the majority. In such places, your manager keeps a hawkish eye over you, banning even the use of mobile phones in office. Such managers insist on silence and colonial formalities in the office.

The other small set of companies and workplaces care for their employees; because these

Such companies reach out to their employees in the times of crisis and support them in the best way possible.

Why? Because gone are the days when employees looked only for high paying jobs even if it was in a ruthless office set up.

Even high-paid employees agree that money does not matter after a certain point, it is job satisfaction and a cordial office atmosphere that ultimately makes a difference.

At a time, when work-related stress is taking a toll on the life of employees, it is refreshing to see some companies go out of the way to make their employees love the work they do and also ensure that they have a great work-life balance.

It is regularly lauded as one of the best companies to work for — particularly for its flexible schedules and workplace diversity.

Every new day here strengthens my belief that no other company can treat it's employees better than Amex. This place fosters a culture where people embrace differences and motivate others reach their full potential.



(That's me holding - A will to win sign - in a white sweater - standing outside our Gurgaon office for a group photograph).

Continuous Effort to Create an Inspiring Workplace

Amex encourages hiring people from varied and diversified background, talents and culture. Every new joiner brings new energy, thoughts and learning to the environment. Company is open to new ideas and beautifully integrates these ideas with the company's vision. The open culture and diversified background offers a unique experience to the employees and makes Amex an inspiring place to work for.

Structured Guidance for Growth

Amex promotes growth and positive relationship with employees.

It does it through its 'People Leader Learning Path' program. This program has been greatly valued across levels and career stages, especially by the young leaders. As part of this program, HR takes regular feedback from employees and makes improvements to meet the need of each leadership segment.

Opportunities for Rewards & Recognitions for Everyone

Amex reward and recognition programs are extremely popular with employees and help in creating a winning culture. One of these programs is 'Reward Blue'. It is a recognition program that enables leaders and employees to recognise each other – across business units, band levels; and reward great work and effort.

It's Not All Work

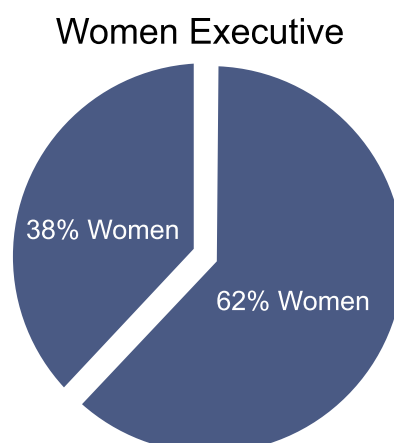
Amex organises several fun-filled activities to drive and inculcate a culture of gratitude and appreciation for each other in the organisation, the most recent being the Blue Bucket Challenge. This was inspired by the famed viral ice bucket challenge.

Growth Opportunities for Women Employees

Amex designed a unique gender diversity initiative in 2014 called 'Reach Out'.

This program is in collaboration with four other leading companies - PepsiCo, Microsoft, PwC and Tata Group. The vision is to have a common platform for senior women leaders to 'Share, Network and Learn' from leaders and peers across other partner organizations, and to enable greater career success.

(Gender Ratio at AMEX)



Focus on Employee Financial Wellness

Amex introduced a 'Smart Savings' program that enhances overall financial wellness of employees. It gives employees a direct access to their earnings and long term savings through an online portal and onsite help desk. This helps employees save time and effort.

Effective Work Life Balance Programs

My company offers flexible work environment and employees can work where and how it makes sense for them. There are also programs for parents on maternity or paternity leave and people nearing retirement.



Competitive Compensation Packages

Amex offers highly competitive compensation packages to its employees through cash pay, annual incentives, special rewards, and long-term incentives. Compensation programs are designed to be result-oriented, market-focused, and flexible with a consistent pay-for-performance message to its employees.

Looks after Employees' Health and Well Being

The company offers a wide range of health benefits including medical, dental, and vision care. Employees may elect medical, dental, and/or vision coverage for themselves; themselves and their spouse, or eligible same-gender domestic partner; themselves and their children; or any combination of the previously mentioned. The company also offers life and disability insurance packages.



Ongoing Guide for Career Growth

As a member of the Amex team, I regularly get support from my leaders in mapping my career plan. They provide valuable coaching and feedback.

Leaders help the employees in finding the right place in the organization by encouraging them to work in different lines of business and career areas throughout their journey at Amex.

There is a huge scope to enhance one's skills and knowledge. Employees can take advantage of an abundance of training and development opportunities, including leadership programs, continued education and much more.

Amex recognizes that building strong leaders benefits everyone, so the leadership training programs help employees better manage their projects, inspire coworkers and customers to action, and reinforce the values they've stood by for more than 160 years.

Hear my colleague Tarun speak about the leadership program that he was a part of.

My friends always talk about Monday Blues. Honestly, I have never experienced them. My each day at work brings new learning, warmth, and positive action.

Amex has helped me in becoming an efficient performer and a better human being. The only way I know to payback is by performing my duties with sincerity and honesty; and also by writing blog posts like these :)



My journey of learning and growth continues with Amex.

And if you are still curious why I am happy today.

Here is the reason - I am happy because my hard work has been recognised today at Amex. I have received an award and an impromptu congratulatory visit from the "Prize Patrol", which consist of groups of five leaders. Prize Patrol assembled secretly and surprised me with celebratory flowers and gifts in front of everyone. It was a great surprise for me.

Want to come and work with me.

Start here - <https://careers.americanexpress.com/CareerAreas>

If you have any questions that you want to ask before applying feel free to email me at shayla.g@aexp.com