

Leading from the Front



TD SECURITIES

Not all roles can be done flexibly and due to a range of regulatory and business-critical operations, front office positions typically fall into this category. However, some firms are thinking more creatively now, to create a culture change for their employees.

In 2019, the European Foreign Exchange team at TD Securities piloted a "Wellness Time" initiative to encourage a more flexible and enriching working environment. Colleagues were encouraged to step away from their desks to focus on wellness activities during their working week. With no requirement to explain how this time is being used, their Wellness Time could be used for a range of reasons, such as spending time with family or participating in leisure activities. Managers wanted their team members to feel supported, and to acknowledge and prioritise personal wellness within the workplace, making this choice visible and utilised with the cooperation of their colleagues.

"Wellness Time is an important part of everyone's working week. It is an initiative each team member supports colleagues utilising. A key to its success is a little bit of planning. By simply scheduling and co-ordinating across the desk, colleagues can create time during a busy week to support their mental and physical health during the working day whether in the office or working from home."

BRIAN PERRY, MANAGING DIRECTOR, HEAD OF FOREIGN EXCHANGE, EUROPE AND ASIA PACIFIC, TD SECURITIES

"Wellness Time is something that I take loudly so others will follow. My daughter's school is within walking distance of our Dublin office and when the schedule permits, I walk her to school or leave early to take her to the beach. This time off the desk makes a huge difference to my girl and is something I look forward to, which resets my mind and helps ensure I'm ready to tackle the next challenge."

IVAN DEXEUS, MANAGING DIRECTOR, FOREIGN EXCHANGE, TD SECURITIES



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“Over the years, Wellness Time has become a regular part of my work week and something I strongly encourage with the team. Whether it’s stepping off the desk or taking time out to recharge and boost my energy levels – I love hearing new creative ideas about how the team uses their personal Wellness Time. As a new mother, I really value taking time out during my work week to exercise or spend time at my baby girl’s nursery. In addition, I’ve started to catch up with colleagues over long walks as another form of wellness since coming back to the office.”

GADA ALHILLI, DIRECTOR, FOREIGN EXCHANGE,
TD SECURITIES

To facilitate this, the team worked together to put in place client coverage for each team member to enable them all to have an allocated time to use the benefit.

Leaders were instrumental in ensuring the success of the scheme, by openly role modelling its use, celebrating it, and encouraging others to utilise it. It was then shared widely across the organisation via story-telling methods, including discussions in internal meetings, manager forums, and digital communications. Subsequently, the scheme was adopted broadly across the Firm’s European offices and was branded under the ‘Flexible Working’ pillar of TD’s European Inclusion and Diversity Committee.

The success of this initiative has been due to great teamwork, open communication, and manager buy-in.

TD Securities work with The Return Hub as part of a talent led approach to gender diverse hiring and have most recently hired their Director, Corporate and Investment Banking, Director of Enterprise Risk Management and Head of Regulatory Technology.