



THE DIGEST

SEAMEO VOTTECH

Regional Centre for Technical and Vocational Education and Training

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2023 HIGHLIGHTS
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SEAMEO VOTTECH delegation together with President of Timor-Leste, His Excellency José Ramos-Horta in Dili, Timor-Leste.

2023 SEAMEO VOTTECH HIGHLIGHTS:

A YEAR OF CONNECTION AND PROGRESS IN TVET

2023 was a year of celebration and meaningful connection, marked by generous support from TVET leaders across Southeast Asia and beyond.

This year, the Centre successfully launched the TVET Quality Manual alongside Timor-Leste's Minister of Education and Secretaries of State, welcomed SEAMEO Council President H.E. Sara Z. Duterte to our centre, and received the Distinguished Partner Award from the Institute of Technical Education - Education Services (ITEES) Singapore.

Beyond our core mandate of delivering training, research, consultancy, and knowledge-sharing services, this year also highlighted the strong spirit of camaraderie among SV and its partners. We extend our deepest gratitude to all our regional partners for another outstanding year of collaboration.

Together, we advanced TVET excellence with unity and purpose.

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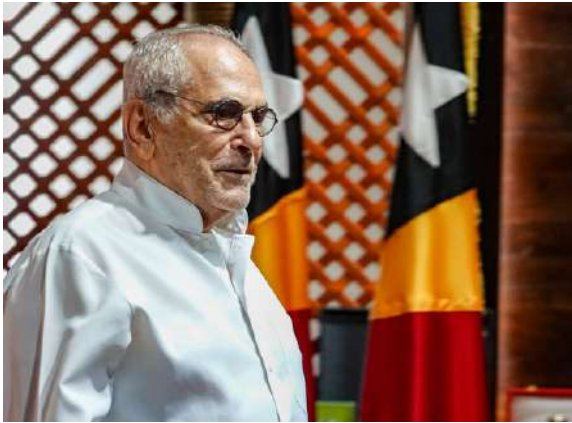
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PRESIDENT OF TIMOR-LESTE WELCOMES SEAMEO VOCTECH DELEGATION



His Excellency José Ramos-Horta welcoming SV delegation at the Nicolau Lobato Residential Palace.

24 October 2023 (Dili, Timor-Leste) – His Excellency José Ramos-Horta, President of Timor-Leste, warmly received a delegation from SEAMEO VOCTECH at the Nicolau Lobato Presidential Palace. The meeting marked a significant step toward strengthening Technical and Vocational Education and Training (TVET) in Timor-Leste and fostering regional cooperation.

The delegation, which included SEAMEO VOCTECH Centre Director Mr. Alias Haji Abu Bakar, Governing Board members, and international partners such as GIZ Germany and CAKAP Indonesia, discussed collaborative initiatives to enhance TVET quality and accessibility. President Ramos-Horta emphasized the critical role of TVET in driving sustainable development and youth employability in Timor-Leste.

Key outcomes of the meeting include plans for innovative capacity-building programs for TVET teachers, the SEAMEO TVET Exchange Programme (STEP) for students, and Youth Skills Programmes (YSP). These efforts aim to equip Timorese youth with the skills needed to contribute to national and regional growth.

The visit underscores SEAMEO VOCTECH's commitment to supporting TVET development in Southeast Asia and highlights the shared dedication to educational excellence and socio-economic progress in the region.

Photos source: President of the Republic of Timor-Leste official Facebook page.



SEAMEO VOCTECH 34TH GOVERNING BOARD MEETING HIGHLIGHTS



His Excellency Mr Francisco Kalbuadi Lay, Vice Prime Minister of Timor-Leste, H.E. Mrs Dulce De Jesus Soares, Minister of Education, Secretaries of State and foreign ambassadors, including Brunei Darussalam's Ambassador H.E. Wan Hadfi Lutfan at the Opening Ceremony of the 34th Governing Board Meeting and the 1st Timor-Leste International Skills Week.



23 October 2023 (Dili, Timor-Leste) – SEAMEO VOCTECH, in collaboration with Timor-Leste's Instituto Nacional Desenvolvimento De Mão-De-Obra (INDMO), held the 34th SEAMEO VOCTECH Governing Board Meeting (GBM) alongside the 1st Timor-Leste International Skills week on 23 October 2023 at Elizabeth Hall, City 8, Dili. This initiative was agreed upon during the 33rd Governing Board meeting in 2022.

The opening ceremony was graced by several high-ranking dignitaries including:

- H.E. Mr Francisco Kalbuadi Lay, Vice Prime Minister of Timor-Leste.
- H.E. Mrs Dulce De Jesus Soares, Minister of Education

Other Secretaries of State and foreign ambassadors, including Brunei Darussalam Ambassador to Timor-Leste H.E. Wan Hadfi Lutfan.

During the event, SV Centre Director Mr. Alias Haji Abu Bakar reaffirmed the Centre's dedication to advancing TVET across the region.

He outlined key accomplishments, including a six-month **consultancy with INDMO that resulted in tailored solutions to raise the quality of Timor-Leste's TVET system and bring it into alignment with ASEAN standards.**

A major highlight was the launch of three **TVET Quality Manuals, developed collaboratively by SEAMEO VOCTECH, INDMO and APTC.**

These manuals serve as crucial tools in strengthening quality assurance systems for Timor-Leste's TVET sector.



Launching of the TVET Quality Manual with government and high officials of Timor-Leste, APTC and SEAMEO VOCTECH.

His Excellency Vice Prime Minister of Timor Leste, witnessed the launching of the TVET Quality Manual, accompanied by Timor Leste's Minister of Education and Secretaries of States.

Following the ceremony, the 34th Governing Board Meeting commenced, where SEAMEO VOCTECH presented its annual progress, activities, and future plans for 2022-2023 to its board members.

This event marks a significant step in reinforcing cooperation and capacity-building efforts in technical and vocational education and training between SEAMEO VOCTECH and Timor-Leste.

SHOWCASING INNOVATION AT TIMOR-LESTE INTERNATIONAL TVET EXHIBITION

23 October 2023 (Dili, Timor-Leste) – Concurrent with the SEAMEO VOTTECH Governing Board Meeting and the 1st Timor-Leste International Skills Week, the Timor-Leste International TVET Product and Technologies Exhibition was held from 23–26 October.

The event highlighted cutting-edge advancements in TVET drawing participation from regional and international stakeholders.

His Excellency Mr. Francisco Kalbuadi Lay, Vice Prime Minister of Timor-Leste, together with Timor-Leste's Secretaries of State and Brunei Darussalam's Ambassador to Timor-Leste H.E. Wan Hadfi Lutfan graced SEAMEO VOTTECH's exhibition booth following the opening ceremony.



His Excellency Timor-Leste Vice Prime Minister together with State of Secretaries, and Brunei Darussalam's Ambassador to Timor-Leste with SV Centre Director during the exhibition tour.

During the visit, His Excellency commended the Centre's contributions to TVET innovation and its ongoing efforts to elevate skills development across Southeast Asia.

LEARNING SESSIONS AT INTERNATIONAL SKILLS WEEK



SV Deputy Director Professional Affairs, Dr Paryono moderating one of the sessions.

24 October 2023 (Dili, Timor-Leste) – Following the 34th Governing Board Meeting, SEAMEO VOTTECH Learning Sessions commenced the next day on 24 October 2023 during Timor-Leste's 1st International Skills Week.

Hosted by INDMO and supported by SEAMEO VOTTECH, the event focused on the theme "Enhancing TVET Excellence and Innovation".



SV Specialist Dr. Jaya Priah Kasinathan in one of the panels.

Experts from ADB, ILO, GIZ, Labtech International, and SEAMEO VOTTECH's Governing Board shared insights through panel discussions, promoting collaboration and innovation in TVET across Southeast Asia.

Session themes included:

- Learning Session 1: Empowering Women in Technical and Vocational Education and Training (TVET) in SEAMEO Member Countries.
- Learning Session 2: Unlocking 21st Century Skills in Technical and Vocational Education and Training (TVET) in SEAMEO Members Countries.
- Learning Session 3: Embracing Industry 4.0 Building Future-Ready Skills for SEAMEO Member Countries.

THE HONOURABLE SEAMEO COUNCIL PRESIDENT FOR INAUGURAL VISIT



Her Excellency Sara Z. Duterte, Ambassador Marian Jocelyn Tirol-Ignacio, senior officials from the Ministry of Education Brunei Darussalam, representatives from the SEAMEO Secretariat, and SEAMEO VOCTECH's management.

12 June 2023 – Her Excellency Sara Z. Duterte, Vice President of the Republic of the Philippines and Secretary of the Department of Education, visited SEAMEO VOCTECH on 12 June 2023 in her capacity as SEAMEO Council President, accompanied by Assistant Secretary of Education, Ms Sunshine Charry Fajarda.

Welcoming the delegation were Philippine Ambassador to Brunei Darussalam, Ambassador Marian Jocelyn Tirol-Ignacio, senior officials from the Ministry of Education Brunei Darussalam, representatives from the SEAMEO Secretariat, and SEAMEO VOCTECH's management and staff.

During her visit, Her Excellency was briefed on the Centre's 2022-2023 accomplishments, including the Centre's training programmes and workshops, research on TVET readiness for IR 4.0 in Southeast Asia and the launch of the ASEAN TVET Council Web Page, powered by SEA-VET.net with GIZ-RECOTVET.

Her Excellency also officiated the launch of SEAMEO VOCTECH's new website and witnessed the **signing of two (2) Memoranda of Understanding (MoUs) with University Brunei Darussalam and Philippine Normal University**



Photo session following the MOU signing.

These MoUs aim to promote collaboration in TVET teacher training, skills development, capacity building, and technical assistance across the SEAMEO region



HE Sara Duterte during the tree planting.

The Visit concluded with a symbolic tree planting ceremony to commemorate this significant occasion.

IBTE INSTRUCTORS COMPLETE IMPACT EVALUATION TRAINING

31 January 2023 – Twenty vocational instructors from various IBTE schools successfully completed the “Conducting an Impact Evaluation of Education and Training Programmes” course, conducted by SEAMEO VOCTECH. The course was facilitated by SEAMEO VOCTECH TVET specialist, Mr. Silva Das Rajagopal, TVET Consultant cum Head of Quality Assurance Division.

The four-day in-country training concluded with a certificate ceremony at IBTE’s Aviation School, attended by Acting Deputy CEO Academic Mr. Norjemee bin Jenek and SEAMEO VOCTECH



The twenty successful training vocational instructors with guest of honour and facilitators of the training programme.

Deputy Director Dr. Paryono, who also served as course facilitator.

Participants learned to assess the impact of educational programmes and developed action plans to apply these skills, supporting continuous improvement in TVET delivery.

COMMENCEMENT OF COLLABORATIVE HYBRID TVET TEACHERS UPDATING PROGRAM



Opening Ceremony of the Hybrid Teacher Upgrading Programme with Guest of Honour, Dr Chin Wei Keh.

14-25 July 2023 – SEAMEO VOCTECH, in partnership with Labtech International Ltd, launched the “Empowering Teachers for IR4.0 Using Virtual Technology” programme with a virtual opening ceremony on 10 July 2023 and officially closed with a virtual certificate presentation ceremony held on 25 July 2023.

The hybrid training brought together 22 participants from academia and IT, featuring online sessions (10–13 July) and on-site training in Batam, Indonesia (17–25 July).



Training participants at the Labtech headquarter in Batam.

Yang Mulia Dr. Chin Wei Keh, Deputy Permanent Secretary (Higher Education), Ministry of Education, Brunei, officiated the event as Guest of Honour.

The programme aims to enhance the use of Virtual TVET and expand training access despite geographic and resource limitations. This marks the fourth collaboration between SEAMEO VOCTECH and Labtech, reaffirming their commitment to innovative, tech-driven TVET solutions.

REGIONAL TRAINING ON FOOD PROCESSING AND TECHNOLOGY CONCLUDES IN SINGAPORE

23 June 2023 – Twenty participants from SEAMEO member countries, including educators and food industry representatives, successfully completed the Regional Training Programme on Food Processing and Technology, held at ITE College East, Singapore.

Organised by SEAMEO VOCTECH and ITE Education Services (ITEES), the 10-day training concluded with a virtual closing ceremony on 23 June 2023.



Virtual closing ceremony of the Regional Training Programme for Food Processing and Technology.

The newly certified Master Specialists are expected to conduct Multiplier Training sessions to share their expertise with at least 60 additional TVET specialists within six months.

SEAMEO VOCTECH Centre Director Mr. Alias Haji Abu Bakar and ITEES CEO Mr. Bruce Poh officiated the event. This marks the ninth training since the partnership began in 2013, with over 200 participants trained and knowledge cascaded to more than 1,470 instructors across ASEAN.

SEAMEO VOCTECH HOLDS ISO AWARENESS TRAINING FOR STAFF



SV personnel for the ISO certification training.

4 March 2023 – SEAMEO VOCTECH conducted a one-day ISO Awareness Training for 51 personnel as part of its initiative to achieve ISO 9001:2015 and ISO 20001 certification for quality in training services.

ISO is a globally recognised body that develops and publishes international standards for various industries, including education and training.

The session was facilitated by Mr. Shaji Krishnan of Arete Solutions, introduced key concepts of ISO



standards and quality management.

Centre Director Mr. Alias Haji Abu Bakar reaffirmed the Centre’s commitment to excellence, emphasising that ISO certification is a continuous process aimed at improving governance, reducing costs, and enhancing stakeholder trust.

The Centre will proceed with further training and task force preparations to begin the certification journey.

MEMORANDUM WITH ASEAN FUTURE WORKFORCE COUNCIL



Esteemed delegation from MTIC, MOE, AFWC with SV Management.

16 February 2023 – SEAMEO VOTTECH held a landmark event in Brunei, launching the Focus Group Discussion (FGD) for the regional research project “The Readiness of TVET Institutions for IR4.0 in Southeast Asia.” The session convened key stakeholders to exchange insights on preparing TVET systems for the Fourth Industrial Revolution, with emphasis on digital transformation and future workforce needs.

A highlight of the event was the signing of a Memorandum of Understanding (MoU) between SEAMEO VOTTECH and the ASEAN Future Workforce Council (AFWC), aimed at strengthening regional collaboration in enhancing TVET readiness.

The signing was officiated by Ir Awang Mohammad Nazri bin Mohammad Yusof, Permanent Secretary at the Ministry of Transport and Infocommunications, and attended by Dr. Chin Wei Keh, Deputy Permanent Secretary at the Ministry of Education. AFWC was represented by its Chair and Director, Dato’ Palaniappan Joseph.

To commemorate the occasion, a symbolic tree planting ceremony was led by Dato’ Palaniappan, representing the growth of this strategic partnership and a shared commitment to sustainability in TVET development.



MOU signing between SV and AFWC.



SV & AFWC directors during the tree planting ceremony.

CENTRE CONTRIBUTES TO SYMPOSIUM ON EDUCATION TRANSFORMATION



Dr Paryono at the SEAMEO-University of Tsukuba symposium.

21 February 2023 – The 11th SEAMEO-University of Tsukuba Symposium was held in celebration of the university’s 151st and 50th anniversaries.

Supported by Japan’s Ministry of Education (MEXT), the symposium carried the theme “Technology and Values-Driven Transformation in Education,” highlighting timely issues in the global education landscape.

Dr. Paryono, SEAMEO VOTTECH’s Deputy Director for Professional Affairs, contributed to Session 4 with a presentation on innovations in STEM and vocational education.

STRENGTHENING TVET WITH MALAYSIAN INSTITUTIONS

28 July 2023, SEAMEO VOTTECH signed two Memorandums of Understanding (MoUs) with Politeknik Sultan Salahuddin Abdul Aziz Shah (PSA) and Universiti Tun Hussein Onn Malaysia (UTHM), marking a significant step in regional TVET cooperation.

The signing ceremony, held at PSA, was witnessed by Dr. Hj Mohd Zahari bin Ismail, Director General of the Department of Polytechnics and Community Colleges, Ministry of Higher Education Malaysia.

Centre Director Mr. Alias Haji Abu Bakar signed on behalf of SEAMEO VOTTECH, with Dr. Paryono as witness. PSA was represented by Director Dr. Norhayati binti Zakaria, while UTHM's Vice-Chancellor Prof. Ir. Ts. Dr. Ruzairi bin Abdul Rahim signed on behalf of the



MOU signing ceremony between SV & PSA, Malaysia.

university, witnessed by Prof. Emeritus Dr. Jailani bin Md Yunus of MyRIVET.

The MoUs pave the way for joint training, research, faculty exchange, and development of future-ready TVET curricula. The event concluded with a tour of PSA's training facilities and further discussions on collaborative opportunities.

EXPLORING COLLABORATIONS TO FURTHER TVET

SEAMEO VOTTECH welcomed delegations from Cognitive AI Solutions (CAITO) Pte Ltd (Singapore & New Zealand) and Sandakan Vocational College (Sabah, Malaysia) for educational visits aimed at fostering future collaboration. Both visits featured presentations on organisational missions and initiatives, with SEAMEO VOTTECH showcasing its training, research, consultancy services, SEA-VET.net platform, and AR/VR-enabled Smart Lab.



SV management with Ms Christine Bear, founder and managing director of CAITO Ltd.

14 August 2023 - CAITO introduced its Cognitive AI Platform for enterprise-level workforce solutions, sparking interest from SEAMEO VOTTECH in leveraging AI for workforce insights.



Sandakan Vocational College delegation with SV management.

28 August 2023 - Sandakan Vocational College consisting of Programme Coordinators and lecturers shared its programmes and explored opportunities for knowledge exchange.

BUILDING BRIDGES IN TVET: SARAWAK DELEGATION AND SEAMEO VOCTECH DISCUSS COLLABORATION

CENTRE FOR TECHNOLOGY EXCELLENCE SARAWAK (CENTEXS)

19 January 2023 – SEAMEO VOCTECH welcomed Ms. Ruhazlina Syam Abdol Hazis, Deputy Director of Administration from CENTEXS Sarawak, along with delegates and representatives from its partner, Blue Point School of Hospitality and Culinary Arts.

CENTEXS highlighted its training offerings and impressive graduate outcomes, including a 93% employability rate and 81% international certification achievement.

A dialogue session followed, exploring potential collaborations in hospitality, digital and green skills development. The Centres agreed on a reciprocal visit by SEAMEO VOCTECH to CENTEXS for further engagement and MoU signing.

Photos on the right: SV management with CENTEXS delegation following the token ceremony to mark the visit.



MEITD SARAWAK & SARAWAK SKILLS DEVELOPMENT CENTRE



SV management with MEITD and SSDC delegation.

1 February 2023 – SEAMEO VOCTECH welcomed delegates from the Ministry of Education, Innovation and Talent Development (MEITD) Sarawak and Sarawak Skills Development Centre (SSDC) for an official visit to the Centre.

Led by MEITD Permanent Secretary YM Mr. Haji Azmi bin Haji Bujang, the visit aimed to explore potential collaborations in TVET training and share best practices.



Dialogue in session between SV, MEITD & SSDC.

The visit concluded with an exchange of tokens and an invitation for SEAMEO VOCTECH to make a return visit to Sarawak, with hopes for a future MoU between the Centres.

Both Centres presented their programmes and strategic plans, with SEAMEO VOCTECH highlighting its focus on digitalisation and green technology. A dialogue session followed, fostering interest in joint training and research initiatives.

EMBRACING INCLUSIVITY TOWARDS A FUTURE-READY SOUTHEAST ASIA" AT THE SEAMEO CPRN 2023 SUMMIT



SV & MOE representatives at the CPRN Summit 2023.

07-09 March 2023 - SEAMEO VOTTECH participated in the SEAMEO Centre Policy Research Network (CPRN) Summit hosted by SEAMEO RECSAM in Penang, Malaysia.

Representing SEAMEO VOTTECH were Dr. Paryono (Deputy Director for Professional Affairs), Dr. Hartini Mashod (Research Officer). Mr. Silva Das Rajagopal (TVET Consultant and Head of Quality Assurance Division).

The team presented the following papers:

- *The Readiness of TVET Institutions for IR 4.0 in Southeast Asia*; Dr. Paryono, Ms. Hartini Mashod and Ir Dr. Tang Shi Siong (MOE)
- *Learning and Sustaining UK-Southeast Asia Technical Vocational Education and Training Partnerships*; Dr. Paryono and Ms. Hartini Mashod

At the conclusion of the summit, SEAMEO VOTTECH was announced as the official host for the CPRN Summit in 2024 and 2025. A follow-up coordination meeting was held with SEAMEO Secretariat and SEAMEO RECSAM to ensure a smooth transition and planning for future editions.

PRESENCE AT THE 3RD BIMP-EAGA TVET CONFERENCE 2023

08-09 March 2023 - SEAMEO VOTTECH was proudly represented at the BIMP-EAGA TVET Conference held from 8-9 March 2023 at the Pullman Hotel in Kuching, Sarawak, Malaysia.

The event was jointly organised by BIMP-EAGA, Sarawak's Ministry of Education, Innovation and Talent Development (MEITD), and Sarawak Skills.

Dr. Jaya Priah Kasinathan, TVET Specialist and Manager for Training & Professional Development at SEAMEO VOTTECH, joined a panel discussion on "Sharing Best Practices and Collaboration in TVET to Close the Competency Gap in BIMP-EAGA."

The session highlighted regional efforts to strengthen TVET systems through strategic partnerships and knowledge exchange.



SV team with Minister of Innovation and Talent Development, Sarawak, Malaysia and esteemed delegation.

The SEA-VET.net team also participated in the exhibition segment, represented by Ms. Aiman Bazilah, Ms. Haidatul Fatinah, and Mr. Afiq Burhanuddin.

The team had the honour of presenting SEA-VET.net's initiatives to The Honourable Datuk Roland Sagah Wee Inn, Minister of Education, Innovation and Talent Development, Sarawak.

CENTRE & STAFF ACCOLADES

SEAMEO SERVICE AWARD

8 February 2023 - The 2022/2023 SEAMEO Service Awards were conferred to 26 outstanding officers from the SEAMEO Regional Centres/Network and the Secretariat including SEAMEO

VOCTECH's Ms Noorhayati Cynthia Abdullah, TVET Specialist (Curriculum) cum Corporate Affairs Manager and Maintenance Personnel, Mr Sarroni bin Haji Rashid.

Awardees had the honour to receive their Plaque of Appreciation from H E Ms Sara Zimmerman Duterte, Vice President of the Philippines, Secretary of the Department



H E Ms Sara Zimmerman Duterte with SV awardees, Ms Noorhayati Cynthia and Mr Sarroni bin Haji Rashid.



of Education and concurrently the President of SEAMEO Council following the Awarding Ceremony.

DISTINGUISHED PARTNER AWARD



ITEES Chairman Mr. Andrew Chong and CEO Mr. Bruce Poh, with Mr. Alias Haji Abu Bakar.

23 October 2023 - SEAMEO VOTEC was honoured with the Distinguished Partner Award by ITE Education Services (ITEES) Singapore during its 20th Anniversary celebration.

The award, presented by ITEES Chairman Mr. Andrew Chong and CEO Mr. Bruce Poh, was received by Centre Director Mr. Alias Haji Abu Bakar and Deputy Director of Administration Pengiran Haji Mohammad Sufri Pengiran Ali.

This recognition marks a decade of collaboration that trained 271 Master Trainers and impacted over 1,500 participants across Southeast Asia.

EXCELLENCE SERVICE MEDAL



Ms. Leanne Binti Abdullah Lee Yen Chin.

3 July 2023 - SEAMEO VOTEC extends its sincere congratulations to Ms. Leanne Binti Abdullah Lee Yen Chin, Business & Marketing Manager and Acting Estate & Maintenance Manager, on receiving the Excellent Service Medal (P.I.K.B) in conjunction with the 76th Birthday of His Majesty Sultan Haji Hassanal Bolkiah Mu'izzaddin Waddaulah, Sultan and Yang Di-Pertuan of Brunei Darussalam, 2022.

GREEN PROTOCOL INITIATIVE



Deputy Director Admin Pg Hj Sufri Pg Ali planting a tree.

14 January 2023 - The Centre planted 32 saplings of various tree species at the Berakas Forest Reserve Recreational. The CSR activity was held in conjunction with the centre's 32nd anniversary. The initiative supports the Green Protocol Tree Planting Campaign under the Ministry of Education and the Green Protocol Strategy, which aims to increase the country's carbon sink through afforestation and reforestation programmes, targeting the goal of planting 500,000 new trees by 2035.

BEGINNING THE ISLAMIC NEW YEAR WITH SPECIAL CEREMONY

03 August 2023 - In conjunction with the Islamic New Year, 1445H, the Centre held a commemorative ceremony at the Centre. The event featured a religious talk titled *"Ilal Hijrah – Agama Dipelihara, Negara Sejahtera"* delivered by Awang Muhammad Yusof bin Haji Abdul Majid from the Ministry of Religious Affairs, which was also streamed live on the Centre's YouTube channel.

The programme began with the recitation of Surah Al-Fatihah, Sayidul Istighfar, and Selawat Tafriyyah, followed by prayers for the Sultan's well-being and a thanksgiving prayer in honour of His Majesty's 77th birthday.



Awang Muhammad Yusof during the ceremony.

The ceremony reflected the Centre's commitment to fostering spiritual values and unity among its staff.

HEALTH & WELLNESS



SV staff at Tasek Lama for the hike.

23 December 2023 - As part of its work-life balance initiative, SEAMEO VOCTECH organised a group hiking activity at Tasek Lama Recreational Park to celebrate the close of a productive year. The activity served not only as a wellness exercise but also as an opportunity to strengthen teamwork and foster camaraderie among staff members. Such initiatives reflect the Centre's commitment to promoting a healthy work environment that values collaboration and overall well-being.