



Employee Experience and Incentives

Improving the employee experience and product quality through rewards and recognition

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A leader in developing unique, innovative solutions for specialty and dimensional printing aimed to create a culture of recognition within its organization to strengthen employee engagement and increase the number of perfect production days.

Situation

At the time, the state of the economy was pushing the printing company to consider layoffs and salary freezes. Knowing what this could do to the morale and productivity of its multicultural workforce, the company considered it an optimal time to introduce a rewards and recognition program. **One that was simple yet powerful, and aligned with its newly updated core values, vision, and mission.**

Aligning recognition to corporate values was a critical objective.

Solution

The company partnered with Hinda to create a rewards and recognition program that:

- Defined and communicated the organization's core values and corporate mission
- Increased employee and manager engagement
- Achieved high recognition rates and employee participation
- Increased the number of perfect production days at the manufacturing location

An online platform was selected as the most effective tool to simplify recognition notification, award tracking, and reporting. **In addition, a multipage, full-color booklet was developed and distributed to promote the corporate values and vision, and align the organization across five critical principles:**

- Consistent, superior quality of work
- Exceptional teamwork
- Innovative ideas
- Commitment to a safe work environment
- Passion for the customer

Utilizing training and tools like on-the-spot recognition cards, e-cards, learn-and-earn knowledge quizzes, and perfect-day awards, employees and managers were able to successfully recognize and reward the right behaviors when they occurred. **This top-of-mind structure fostered engagement and promoted a team-oriented recognition experience.**

Success

The innovative, value-centric approach to this organization's rewards and recognition program led to ultimate success and widespread adoption.

Following the program's inception:

- 88 percent of eligible employee participants were actively engaged in the program
- The organization experienced a 70 percent reduction in safety incidents compared with the previous year
- On-time delivery increased 99 percent

The company's understanding of the importance of rewards and recognition as a means of achieving organizational goals illustrates its commitment to innovation and excellence in everything it does.

To learn more about how you can engage, inspire, and reward your employees and customers, get in touch with Hinda today.

www.hinda.com/contact


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Established in 1970, Chicago-based Hinda Incentives is one of the nation's leading specialists in motivating and engaging employees, sales forces and providing incentives to dealers, distributors and consumers. Hinda's web-based systems provide an efficient, immediate and effective way to manage incentive, recognition and loyalty programs. The Hinda Rewards Portfolio provides the most complete and engaging award offering in the marketplace, offering millions of engaging choices, including brand-name merchandise, instant, easy and intuitive digital awards, books and entertainment.

Learn more at: www.hinda.com.

