

Employee Experience and Incentives

SITUATION

A leader in specialty and dimensional printing aimed to create a culture of recognition to strengthen employee engagement and increase the number of perfect production days. At the time, the company was considering layoffs and salary freezes. Knowing what this could do to the morale and productivity of its multicultural workforce, the company introduced a rewards and recognition program. One that was simple yet powerful, and aligned with its newly updated core values, vision and mission.

By the Numbers

This value-centric rewards and recognition program was a success and led to widespread adoption.



88%
active employee
engagement



70%
reduction in safety
incidents



99%
increase in on-time
delivery

SOLUTION

The company created a rewards and recognition program that communicated their values and mission. It increased engagement, recognition rates, employee participation and the number of perfect production days.

An online platform was selected to simplify recognition notification, award tracking and reporting. In addition, a booklet was created to promote 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, teams were able to recognize and reward the right behaviors when they occurred. This top-of-mind structure fostered engagement and promoted a team-oriented recognition experience.



Knowledge
Reinforcement



Perfect-Day
Awards



On-the-Spot
Recognition Tools

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% of eligible employee participants were actively engaged in the program
- The organization experienced a 70% 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.