

GOAL

Drive global company culture forward using a cohesive recognition strategy

Industry

Healthcare and Electronics

Location

Global (50+ countries)

Participants

- 70,000+ employees
- 7 languages

Program

- Global Brand Advancement
- Peer and Manager Recognition
- Team Recognition
- Service Milestone Awards

THEIR SUCCESS

**90%**  
**OF THE CLIENT'S EMPLOYEES**  
participate in the program



The program has experienced an average **year-over-year growth of 17%**.



**After 10+ years**, the program continues to evolve, incorporating new methods of recognition and vehicles of engagement.



**3,000+ nominations** are made monthly, contributing to a culture of on-the-spot recognition and leading the company forward.

CHALLENGE

After years of acquisitions and global growth, our client lacked a cohesive company culture. With a platform in place for their North American employee population, our client wanted to expand their rewards program globally.

The onboarding strategy needed to be consistent enough to unify the entire company, but also adaptable to unique needs and requirements of each country. The recognition program needed to comply with the appropriate regulations and laws of each participating country.

Leadership in some countries was hesitant to make a culture change or modify their current rewards structure.

SOLUTION

International offices can opt-in to the rewards platform at any time, based on their individual needs and budgets. We implemented a flexible onboarding approach, including tailored launch communications, webinars and training guides, all translated in each country's preferred language.

Custom reporting and payroll files are generated based on the specific needs of each participating location. Careful consideration is given to cost of living adjustments and cultural nuances when curating an award catalog for each country. Employees can recognize colleagues in their own offices, as well as in offices across the globe.

RewardStation®, our proprietary engagement platform, allows for regional customizations, such as point limits and control over nominee and nominator eligibility across borders.