Presenters

Justin Butterfield has spent over a decade solutioning and owning experience management (XM) programs for brands of all size and industries. Having served as both a practitioner and consultant, he has been trusted by leading global brands to help them drive action towards building better experiences. He has also been recognized for his leadership and vision when building out new solutions for complex business needs.

Agenda

- Value of milestone recognition

- Introducing recognition to your organization

- Budgeting and launching a recognition program

- Administration

Current Engagement Programs are Ineffective

FOR HR TEAMS:

- Time consuming administration
- Siloed Programs
- Manual effort

FOR EMPLOYEES:

- Low or declining participation
- Underwhelming reward experience
- Multiple programs to manage

FOR CHRO'S:

- No measurement of impact on culture/recognition
- ROI not clear
- Cost of managing multiple programs add up

Value of a Milestone Recognition Program

Employees seek these 4 broad categories when determining their trajectory at your organization:

Recognition and a Supportive Environment
- Being valued for their work
- Safe work environment, both physically and psychologically
- Effective communication
- Recognition and rewards
- Meaningful relationships

Development and Growth Opportunities
- Career development opportunities
- Autonomy (where possible)
- Empowerment

Work-Life Balance and Flexibility
- Blend between balancing personal and professional commitments
- Flexibility in work arrangements (where possible)

Fairness and Purpose
- Sense of importance
- Sense of purpose
- Fairness
- Equity

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Introducing a Recognition Program

1. Meet them where they are. We can help

You can share recognition via email or letter. We can help by integrating with your HRIS or working with you to draft a letter.

2. Make technology available (where possible)

Having tablets or computers available for employees to log in while they're on their break can be a great way to encourage employees to redeem their awards.

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Recognition

Our Core and Plus offerings allow you to customize a program that is right for your company.

Core:

- Automate and streamline your Milestone Program!

- Customize your reward experience with both online choice-based offerings, as well as customized presentation kits!

- Reach every employee with customized electronic and offline communications!

- Anniversaries aren't your only milestones, reward your employees for other major moments!

Plus:

- Employees can immediately recognize one another for demonstrating your core values!

- Empower leadership to easily reward employees with pre-set award budgets!

- Design a customized program that fits your specifications, style, and messaging!

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Terryberry Engagement Platform
One Platform, So Many Solutions

Engaged
Be recognized, be well, and be connected wherever you work.

RECOGNITION

WELLNESS

COMMUNICATIONS

Reward
Be rewarded with merchandise, experiences, and custom awards.

REWARD PLATFORM

CUSTOM AWARDS

SWAG

Succeed
Be successful with surveys and analytics that track real impact

SURVEYS

360 FEEDBACK

ANALYTICS