TRANSFORM EMPLOYEE RECOGNITION AND REWARD PROGRAMS WITH A REAL-TIME FEEDBACK LOOP

Recent studies have shown that companies with robust recognition practices have employees who maintain closer, stronger and more productive relationships with their employers.

And for many employees, the most valuable feedback is cross-company or multidirectional, and requested and given transparently. While these findings might seem intuitive, companies still struggle to engage their employees through consistent and meaningful recognition practices. Rewarding employees with one-time perks such as a free lunch or certificate does not translate into an engaged workforce. Consistent and meaningful peer-to-peer recognition – not gifts – inspires and retains employees.

Through the HighGround platform, companies can build highly engaged cultures through real-time acknowledgement and continuous feedback. Organizations can tie recognition to their mission, vision and values and encourage employees to recognize one another for living out those ideals. With a motivated workforce able to reach its full potential and visibility into organizational health, HighGround customers increase employee retention, productivity, customer satisfaction and ultimately drive bottom-line results.

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HighGround

Create a Real-Time Feedback Loop

Using HighGround's easy to use, social and mobile recognition platform, you can:

Recognize

- **Encourage** daily peer-to-peer and top-down recognition to showcase individual and team accomplishments.

- **Call** on managers to amplify recognitions for added encouragement and praise.

- **Make** it easy for people to contribute by extending the recognition social feed into the tools your employees love to use everyday, such as collaboration or CRM tools.

- **Identify** top performers and create a strategy to further develop their talents.

- **Measure** your recognition interaction data with benchmarking and pulse survey results to identify how recognition impacts your engagement scores.

Reward

- **Give** employees a digital archive of their personal achievements.

- **Let** employees choose rewards that are relevant to them, including non-monetary, monetary and creative cultural rewards tailored to your company.

- **Enhance** your monetary rewards programs with our network of locally sourced experiences and gifts in over 100 countries.

- **Celebrate** employees' years of service and birthdays.

HighGround also enables companies to extend their recognition platforms to their network of customers, partners and suppliers. Organizations can include a "Recognize Me" call to action button at the bottom of employees' email signatures and on other communication tools to solicit feedback from people outside the organization. Positive comments and ratings will appear in social feeds so external kudos is immediately visible. Negative feedback is sent directly to the employee and manager so immediate action can be taken to resolve concerns.

And because today's workforce technology needs to compete with the accessibility of consumer applications, HighGround's entire application is completely mobile. Employees, managers and leadership can give provide feedback or recognition on-the-go, whether it be on their smartphones, tablets or other mobile devices.

Make Your Engagement Program Best-in-Class

Building an environment of consistent recognition is crucial, but just one element of a sustainable engagement program. Companies with best-in-class engagement programs utilize the HighGround platform for not only recognition but also for continuous feedback and talent development, capturing the voice of the employee and analytics as well.

To learn more about how HighGround can help drive employee engagement, **visit: www.highground.com**