

# Strategic Recognition Delivers

## Results

Incentive Services helps organizations elevate their culture with strategic recognition, brand management and incentives. We take a comprehensive approach that motivates positive behavior change, reinforces performance achievement and encourages organizational loyalty and engagement.

**Our strategic approach has helped clients achieve these amazing results:**

### Engagement

**+600 bps**

“Excellent Work is Recognized” Score above healthcare benchmark

**+4.5%**

**increased improvement**

*“I am satisfied with the recognition I receive for doing a good job.”*

### Retention

**+7%**

increased first-year retention

**-200 bps**

decrease in turnover in the last 12 months

Employees who receive no recognitions are

**2.7x more likely to leave**

vs. those who receive 8+ recognitions in a 12-month period

### Cost Savings

**\$2MM**

**cost savings**

from program efficiencies

**+50%**

**cost savings**

moving programs from cash to tangible rewards/points

## Build connections through recognition touchpoints

We collaborate with our client partners developing strategies that align recognition touchpoints with your objectives to maximize results, elevate your culture and drive organizational success!

### CULTURE OF APPRECIATION

Foundational Service Awards, Automated and Discretionary Recognitions

### CULTURE OF PERFORMANCE

Discretionary and Performance-Based Recognitions



# Leverage Incentive Services' Strategic Framework

An effective strategy incorporates a mix of appreciation, recognition and rewards.

## Foundational Service Milestones

*Recognize a hire to retire approach.*

Foundational Service Award Programs lay the groundwork for a comprehensive strategy and include a "hire to retire" approach to create meaningful moments throughout the length of an employee's career with your organization.

## Automated Recognitions

*Celebrate and appreciate personal and professional moments that matter.*

Commemorate birthdays, holidays, every-year service anniversaries, employee appreciation days, organizational milestones and many more recognition moments seamlessly with an efficient, personalized process.

## Discretionary Recognitions

*Reinforce behaviors and core values.*

Discretionary Recognition Programs offer tools for employees and leaders to recognize excellence as it happens. eCards, Peer to Peer & Social Recognition, Nominations, Above & Beyond and On-the-Spot are just a few ways to incorporate these touchpoints into your strategy.

## Performance-Based Recognitions

*Reward results aligned to your objectives.*

Align your recognition strategy with your unique business goals. By recognizing employees for meeting specific performance standards, you encourage both employee excellence and organizational results.

## Measure Program Success

Incentive Services Data Science team uses proprietary reporting and indexes to benchmark industry best practices and correlate your program results to employee engagement and retention.

