

Case Study: Financial Software Vendor

Executive Summary

*This technology company focused on finance solutions has 315 employees globally. With three offices, plus employees scattered across the US and Europe, they struggled to help employees feel like part of a single team. When they purchased the YouEarnedIt platform, the company set a goal of encouraging peer-to-peer recognition throughout their organization. **“When you have a lot of remote offices, finding a tool that makes everyone feel part of the same team is critical.”***

Result: Increased Employee Engagement

- Having implemented YouEarnedIt at her former company, the VP of Human Resources knew that it would become a favorite in her new organization. Still, even she was surprised by the speed with which employees engaged with the platform.
- Participation on the platform goes all the way to the top, from individual contributors to executive leadership.

Result: Better Use of Time and Money

- Both HR teams and individual managers see time savings with YouEarnedIt. Employees are required to complete online compliance courses and training videos; Behavior Bonuses help take the place of endless reminders to finish.
- For managers, YouEarnedIt has made recognition faster and easier. Rather than taking time to compose an email, pondering which managers to copy and which team members to include, they can take just a moment to offer public recognition on YouEarnedIt.

Result: Incentivized Program Participation

- YouEarnedIt also allows the company to reallocate funds from programs that didn't support their mission to incentives tailored to their employees and business goals.
- “We eliminated a wellness program that doesn't drive our business, then repurposed that budget for YouEarnedIt, where we can have health programs along with programs that drive the business.”
- Furthermore, these customized programs are more valued by employees.

Result: Increased Employee Engagement

“Our CEO has the app on her phone. I've seen her give points in real time in a meeting in front of the team that did the project and in front of another manager.”

Result: Better Use of Time and Money

“We used to give away company swag. Now employees have to earn it! It saves us a couple of hundred dollars, but more importantly, people wear it more because they are proud of the work they did to earn it.”

Result: Better Use of Time and Money

“Getting away from email probably saves a manager 20 minutes each time.”

Result: Incentivized Program Participation

“Before, we were chasing down employees to ensure they completed training.”