

Promethean World

Unifying a Global Employee Base

“My favorite thing is how it brings the company together. We have global offices, but this unifies the employee base like nothing else we have.” — Daniel Whang, Global Compensation and Benefits Specialist

Challenges

- **Global, Dispersed Workforce:** Promethean has offices in eight countries, field sales representatives across the world, and is continuing to grow. Maintaining a unified culture is a challenge.
- **Engaging Remote Employees:** With a largely remote employee base, there is potential for employees to feel disconnected.
- **Manual Recognition and Rewards Program:** Manual Recognition and Rewards Program: Six different employee recognition programs requiring manual, VP-level approval for each piece of recognition required significant time to process and administer.
- **Low Participation in Corporate Programs:** The company’s internal surveys, learning program participation, and social posting program all had low participation.

Approach

- Leverage the YouEarnedIt platform’s public, real-time, peer-to-peer recognition to connect employees globally.
- Use currency conversion and global reward fulfillment features to simplify reward management and budget tracking.
- Use Behavior Bonus incentives feature to amplify social posting, learning program participation, and corporate social responsibility.
- Gauge and build employee engagement with Surveys feature.

Profile

Promethean World is a global company delivering interactive software and technology for the modern classroom. Its solutions are used by more than two million teachers worldwide to create dynamic, energized learning environments that motivate students to learn.

- **Industry:** Education Technology • **Size:** About 500 employees
- **Location:** Headquarters in Seattle, WA. Various field offices and remote workers worldwide.

Results

Global engagement
across team and
locations

416 fewer
administrative hours
per year (for a saving
of approximately
\$10,000 a year)

Nearly 13,000 pieces
of recognition sent in
the first eight months

No additional rewards
budget required

Dramatic increase in
learning programs and
survey responses

Promethean World: Unifying a Global Employee Base

Promethean World is revolutionizing the modern classroom. By combining interactive touchscreens, whiteboards, and walls with enhanced learning software, Promethean World offers teachers and students a path to data-driven, personalized, engaging learning for students across the globe. They're building a more connected, meaningful education experience.

Like many technology companies, Promethean faces the challenge of providing a unified, connected company culture across countries and dispersed teams. They have offices in eight different countries, with local sales representatives across the globe working in home offices or on the road. And they continue to add more employees, both from hiring and acquisition.

Promethean has always used recognition to keep employees engaged, but it didn't gain the traction it warranted. Promethean had six different manually administered recognition programs that had little global visibility. A single piece of recognition could take weeks for approval. "We probably averaged eight hours per week of manual time with the previous rewards setup," says Daniel Whang, Global Compensation and Benefits Specialist.

Promethean automated and consolidated those programs onto the YouEarnedIt Platform and got global, visible recognition. In the first eight months, employees sent 12,838 pieces of recognition. Each piece of recognition was amplified with an average of 2.5 "High Five" interactions — often from teams in other cities or countries, connecting employees around the world. "Before, some departments had their own employee of the month program, but no one knew. Now it's done on the platform once a month, and the whole company can see it," stated Whang.

"YouEarnedIt uses currency conversion and global rewards fulfillment to easily manage global team rewards, "I work consistently with 13 different currencies. Offering rewards at different exchange rates used to be a huge pain. Now the platform does that on the fly."

— Daniel Whang, Global Compensation and Benefits Specialist

Promethean has also used the Behavior Bonus feature to amplify the success of its learning and education programs. "We have a program called UpSkilling, where our employees take a class. I approve several of those Behavior Bonuses each week," says Whang. In addition, their marketing department asked employees to post interesting Promethean articles on their own social media sites and got 15 articles posted in the first week. "This initiative gave Promethean more exposure to potential clients and customers. In the past, this would not have happened," says Whang.

"We see a lot of potential in the new Surveys functionality," says Whang. In addition to doing pulse surveys to gauge engagement, they've recently started surveying employees to get feedback on a monthly company-wide call from their CEO. "Before, we might ask for feedback and get nothing, but now we get dozens of responses."

"YouEarnedIt has changed our company culture," according to Whang. And it makes sense that it would be a match. YouEarnedIt's flexible, visible, customizable platform enables Promethean to offer employees the same kind of engaging, connected experience that their company is creating in the classroom every day.

"YouEarnedIt is the perfect platform for a global business like ours."

— Andy Stevens
Head of Content & Campaigns