

apprec:ate

The home of LOVE2SHOP



Shout!

Social Recognition



RECOGNISING THE SOCIAL WAY.

IMPROVING WORKPLACE CULTURES ONE 'THANK YOU' AT A TIME

Create a culture of appreciation in your organisation with the Shout! online social recognition platform.

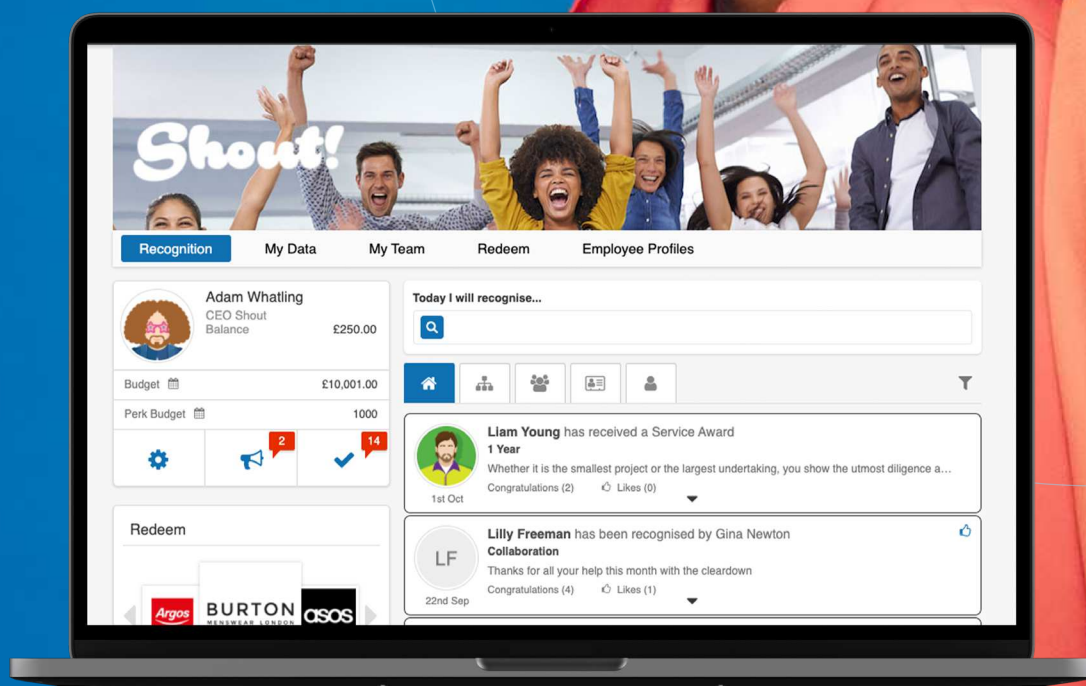
With Shout! employers such as yourself can ensure real-time recognition is given across your entire organisation on a daily basis. HR professionals can improve engagement, build team and inter-departmental bonds and embed values-driven behaviours, all through a centralised portal.

Shout! makes giving recognition simple and accessible to all anytime anywhere!

LET'S GET SOCIAL

Social recognition is the ability for employees to publicly highlight the value their peers bring to an organisation. This replaces a traditional dependence on management and financial rewards to acknowledge exceptional employee efforts.

Social peer-to-peer recognition doesn't need to be backed up by cash-value rewards; just being recognised builds strong bonds between employees. The positive connections alone have great value and contribute to improvements in employee engagement.



WHY REAL-TIME RECOGNITION IS ESSENTIAL TO EMPLOYEE ENGAGEMENT

Embracing a values-driven recognition system will make a tangible impact to your workplace. Employers ignore recognition at their peril, as they'll be choosing to cast aside a raft of benefits:



EMPLOYEE ENGAGEMENT
Engagement can increase by **61%** when employee recognition programmes are offered.



PRODUCTIVITY
Companies practicing peer-to-peer recognition cite a **32%** increase in productivity.



LOYALTY
55% of employees say they'd leave their current role for a company that clearly recognises its employees' contributions.



TURNOVER
Recognition-rich workplaces have a **31%** lower employee turnover rate.

NON-FINANCIAL RECOGNITION WITH OPTIONAL REWARDS AND BENEFITS

The Shout! platform is built to ensure thanks is given day in day out. Employers can therefore choose whether they wish the system to be configured to only distribute non-financial recognition or come with financial rewards included as well.

Tiered rewards can be layered on top of social recognition, with value attributed to certain types of award or a nomination process put in place for those individuals deserving additional praise. The choice is entirely up to you.



GIVE A GREAT BIG SHOUT OUT TO COLLEAGUES

We've encapsulated a raft of features you'll find useful in one, easy to use and quick to set up system.

VALUES-DRIVEN RECOGNITION



Ensure your employees live and breathe desired behaviours through recognition linked to pre-defined, values-driven, criteria.

With Shout! employees can recognise against core organisational values, day to day positive behaviours or both. Employees not only share the love, but they also constantly provide real-life examples to colleagues of your values in action.

REAL-TIME WALL OF FAME



With our live streaming wall of fame, employees can put achievements up in lights for all to see, with recognitions posted in real-time.

Colleagues can 'like' and congratulate one another on achievements and publically celebrate special occasions.

SERVICE AWARDS



Use the Shout! platform to recognise your employees for loyal service, integrating gratitude for their prolonged service into the employee's public profile. You can pin service award recognitions to the wall for added kudos, and even use the system as part of an onboarding process, congratulating individuals on early milestones..

'QUIRKY PERKS'



Instead of banking points only for financial reward, employees can also trade them in for one-off perks around the office. With a sufficient threshold met, an employee can cash their recognition points in for something special, like getting a coffee from the boss, taking time off, learning new skills, job shadowing with a colleague in another department and any other quirky perks you care to dream up.





EMPLOYEE PROFILES

Profiles are the method through which employees interact with your company's recognition process on a personal and daily level. All profiles in a company scheme are visible by other participants, creating an open and visible recognition process to heighten organisational transparency. Choose from displaying photos to creating a 'mini-me' (a useful engagement driver in the early days of your recognition programme)..

RECOGNISE AGAIN

Managers will have a different perspective on what employees are being recognised for. The Recognise Again feature gives them the chance to drive home the value of a particular piece of work by injecting the perspective of management.

COMPANY AWARDS

Any award you want to host inside your company can be created through the simple administration panel, whether that's 'Employee of the Month' or something more specific.

TEAM NOMINATIONS

Recognition isn't restricted to one-to-one interactions as numerous employees can be credited with thanks at the same time. For team nominations with a financial award employers can also 'weight' the award presented to each colleague without the value being displayed on the wall.

AUTOMATED COMMUNICATIONS

Our platform offers a raft of communication options, every one being an opportunity to deepen the bond between staff and their employer. The platform distributes appealing HTML emails to spur employees into action with automated alerts.

RECOGNISE ON THE MOVE

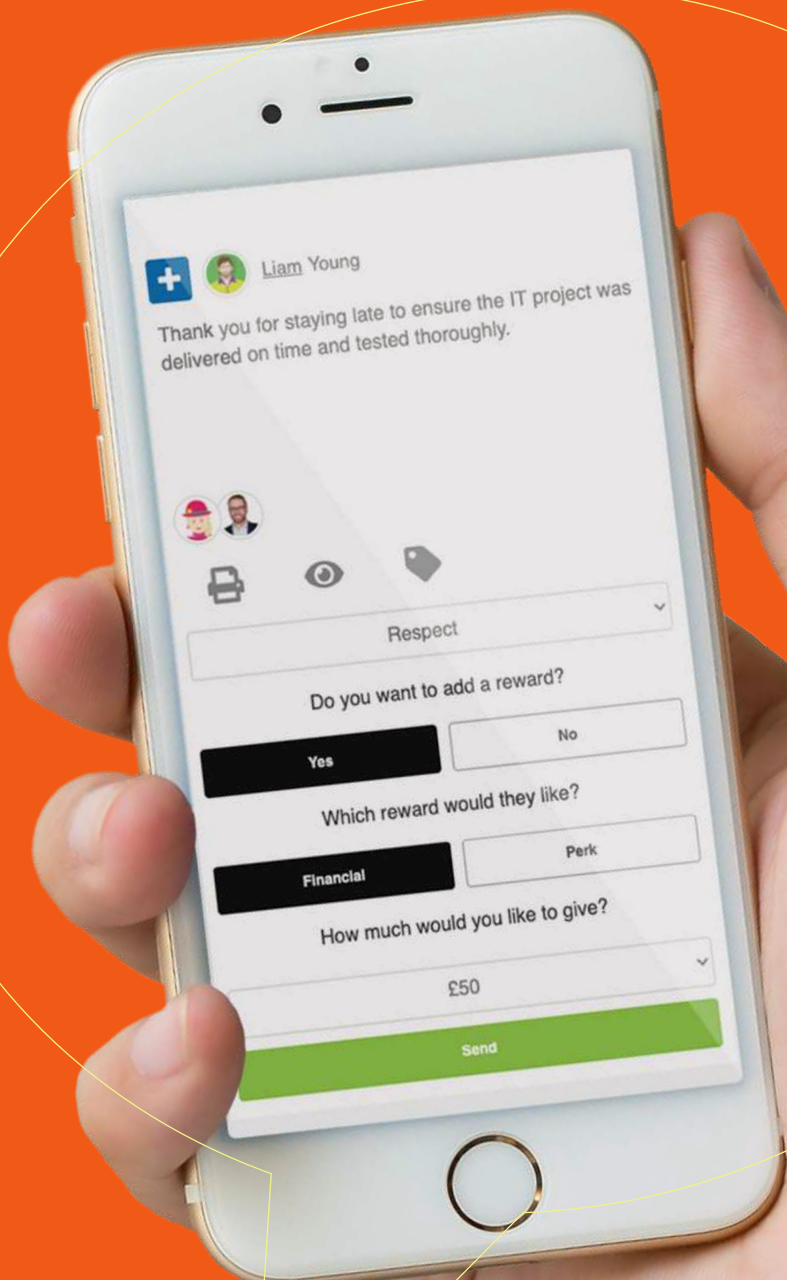
Employees can stay connected with colleagues anytime, anywhere, on any device.

Our platform is fully mobile optimised, giving your employees access to all the features you've chosen, whether they're at home or on the road, on Android or iOS. The platform is accessed through a mobile web browser, through the same URL used on a desktop computer.

PRINT AND ELECTRONIC

Each employee has a 'print recognition' option to present a certificate to the nominated colleague face to face. Ideal for managers, who can print out recognition certificates as needed, perhaps for loyal service or the top award of the month.

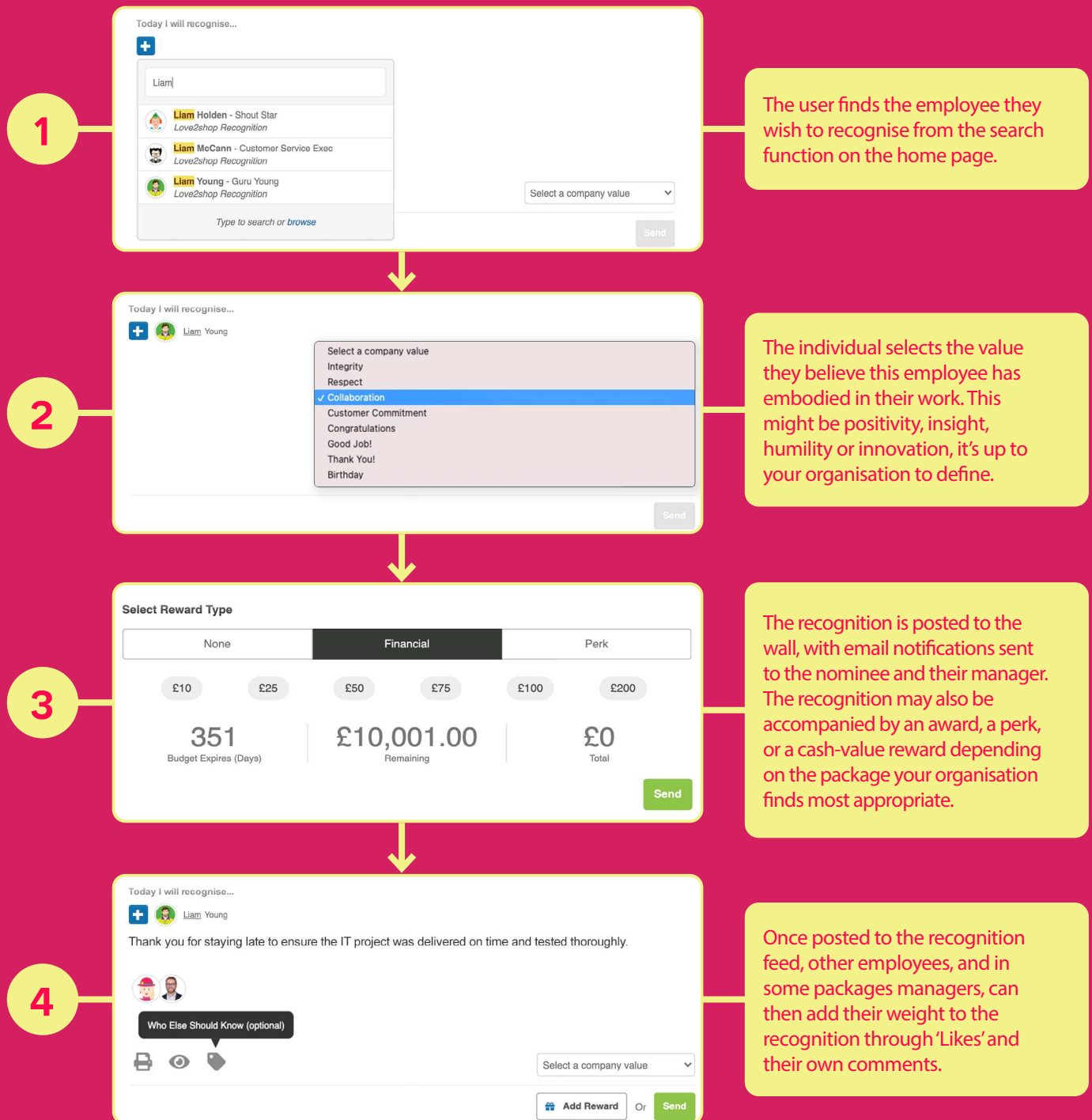
This feature also supports employers that need to ensure individuals without ready access to a computer or mobile device aren't excluded from the programme.



GIVING PRAISE

We keep the fundamental process for recognising peers simple. With our platform heavily informed by familiarity with social media, your employees will have no problem using Shout! to show each other appreciation.

Having registered and set up a profile, your employees can heap praise on others for their exceptional contributions through a quick a four-step process:



REPORTING TAKE UP AND SYSTEM ENGAGEMENT

To help organisations grasp how their employees are engaging with the platform, we offer a comprehensive reporting toolkit with insights at the employee, manager, director and administrator level.

WHAT EMPLOYEES SEE

Every employee on Shout! can see the history of their recognition through the platform. They can see how often they've been recognised by their peers, who recognised them, what they were recognised for, and which area of the organisation's values their peers believe they've contributed to.

Employees can also see a visual network of who has recognised them, and how they've recognised others.

WHAT MANAGERS SEE

The manager's overview gives a full breakdown of everyone who reports to the manager on what recognitions and congratulations they've been involved in. The manager level view offers information on progress towards loyalty awards, who is recognising who, total value of banked rewards, total recognitions and more.

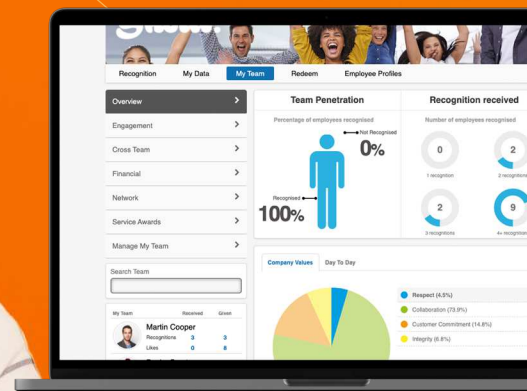
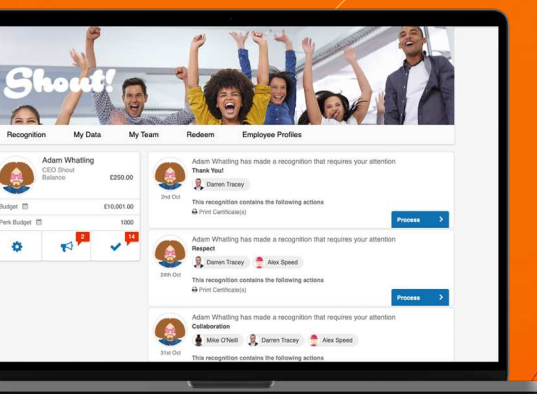
WHAT DIRECTORS SEE

Directors have access to all the features of the manager, but across the wider team, with a director's report available in a separate document.

WHAT ADMINISTRATORS SEE

The administrator gets a birds' eye view of the entire organisation's recognition activity. This includes a real-time dashboard showing registrations, logins and actual recognitions. This gives administrators the ability to make quick on-the-spot analysis of the recognition programme or take more in-depth views.

These key details offer all stakeholders a valuable insight into how teams are engaging with recognition.



BUILD A CLEAR PICTURE OF RECOGNITION GIVEN AND RECEIVED

Employees can see a visual network of who has recognised them, and how they've recognised others.

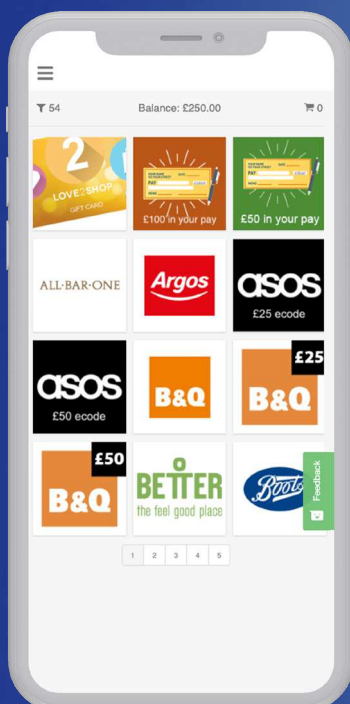
This provides a diagrammatical overview of how individuals recognise one another.


See what proportion of recognition is given/received within a team vs recognition given/received from other departments.

EXTENSIVE (OPTIONAL) REWARDS

Once the basics of regular social recognition are in place, integrating rewards into your platform tops off a valuable perk with some exciting gifts.

You might want to make employees eligible for a cash-value reward, for instance, upon reaching a service milestone or after a nomination from a colleague for exemplifying your organisational values (subject to stakeholder approval).





Our reward catalogue is teeming with thousands of gift ideas that will excite and inspire your workforce:

TANGIBLE TREATS

Love2shop is home to market-leading rewards like the Love2shop Gift Card and the Love2shop Vouchers. We also have a selection of gifts like hampers, wines and flowers for employees, with dispatch and delivery all handled by our specialist warehouse teams.

DIGITAL DELIGHTS

We're partnered with more than 50 online retailers to give employees an enormous choice of places to spend their rewards online. They can swap the value of their reward for a virtual MasterCard for streamlined online shopping.

EXPERIENCES WITHOUT SUBSTITUTE

Because we're partnered with experience suppliers like Red Letter Days, Virgin Experiences, Leisure Finder and Spa Finder, we've got a huge selection of special experiences available for staff with enough recognition credit built up. We even have a dedicated in-house travel agency, Love2shop Holidays, who can book travel with over 200 well-known operators (including TUI, Thomas Cook, Butlins and Kuoni).

GLOBAL REWARDS

We maintain a global catalogue of rewards which are sourced, housed and fulfilled locally. This lets you provide valuable local rewards without having to worry about warehousing or shipping any items yourself.

Our rewards are issued in 150 countries and 39 languages, making it a simple process to access and receive rewards anywhere within our reach.

Perfect, should you have a disparate set of locations where you want to give thanks.

INTEGRATIONS

The Shout! platform integrates with other social business applications like Yammer, Chatter and Slack through APIs. This makes it even simpler for peer-to-peer recognition to be worked into your intra-office communication platforms.

SIMPLE SINGLE SIGN ON

We make it as simple as possible for employees to access the platform while maintaining security for your staff. Employees can use our traditional email and password sign on screen, or employers can activate a protocol which lets employees use a variety of existing digital identities to log in, including:

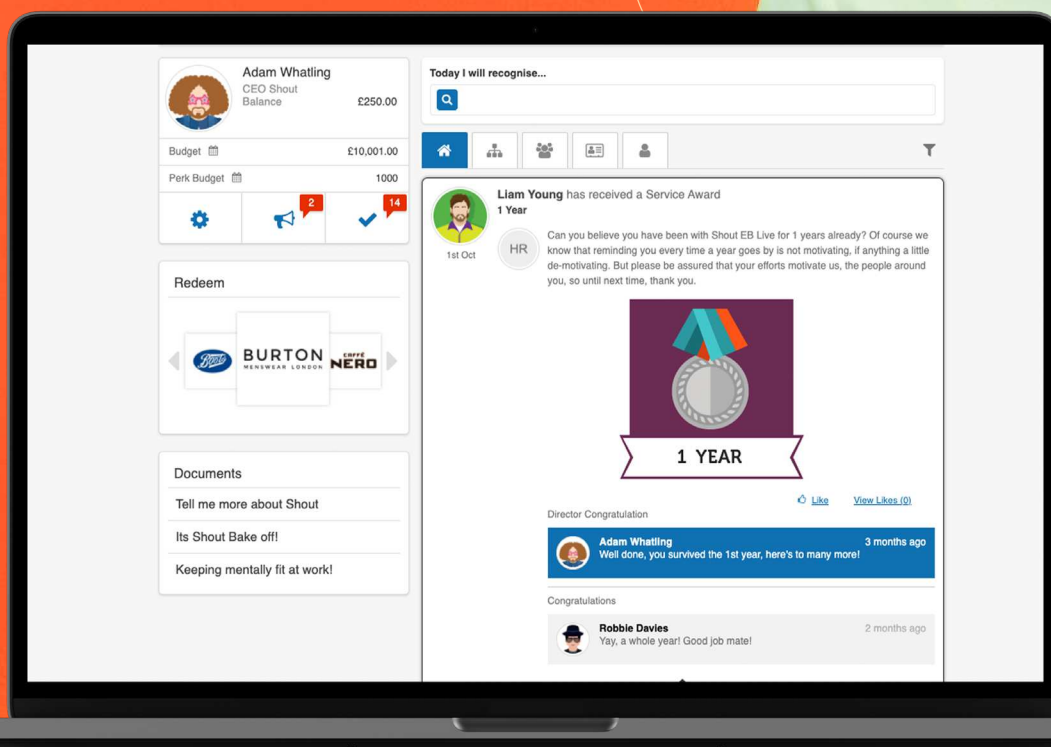


Microsoft Teams

Workplace
by facebook



chatter



MASSIVE THANKS!

Thank you for considering Shout! as the recognition bedrock for your organisation.

To talk through how the system could be configured to meet the needs of your employees and personality of your brand please get in touch.



0330 134 0116



hello@appreciategroup.co.uk



www.appreciate.co.uk



Shout!

RECOGNISING THE SOCIAL WAY.

appreciate
The home of LOVE2SHOP

