

RECOGNITION WITHOUT BORDERS



How to Build a Global Recognition Program That Resonates Everywhere

CONSISTENCY BUILDS CULTURE.
LOCALIZATION BUILDS CONNECTION

EMPLOYEES ARE
4X MORE LIKELY
TO BE ENGAGED
WHEN
RECOGNITION IS
DONE WELL.

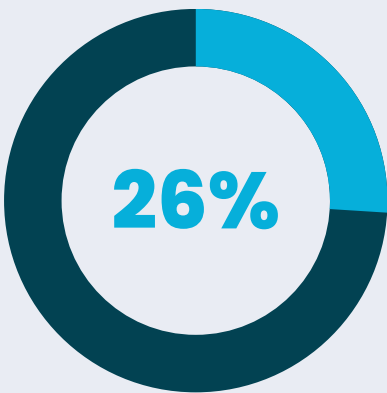
GALLUP & WORKHUMAN

RECOGNITION IS
MOST EFFECTIVE
WHEN IT IS
AUTHENTIC,
EQUITABLE, AND
PERSONALIZED

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ONE PROGRAM DOESN'T FIT EVERY CULTURE

Employees across different countries and cultures have unique preferences for **how** they want to be recognized, **who** delivers recognition, and **which** rewards they value most.



Only **26%** of employees strongly agree they receive recognition that's as equitable as peers with similar performance.

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BUILD PROGRAMS THAT UNITE A GLOBAL WORKFORCE

EMPLOYEES WHO RECEIVE MEANINGFUL RECOGNITION ARE **5X** MORE LIKELY TO FEEL CONNECTED TO THEIR ORGANIZATION'S CULTURE.

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WHEN RECOGNITION IS AN IMPORTANT PART OF WORKPLACE CULTURE, EMPLOYEES ARE NEARLY **3X** MORE LIKELY TO STRONGLY AGREE THEY FEEL LOYAL TO THEIR ORGANIZATION.

WORKHUMAN