Bring Your Employee Value Proposition to Life

Download the DreamAR App and scan this image to see inspiration in action!

You spend a lot of resources hiring the right people to deliver exceptional customer experiences, and maintaining your EVP is an essential differentiator in the talent market. Our engagement engine gives you all the tools you need to align your EVP with every career stage of your employees. Whether first day or referral day, our expertise will help attract, grow and retain your amazing talent.

BI WORLDWIDE inspiring people. Delivering results.

Recognition
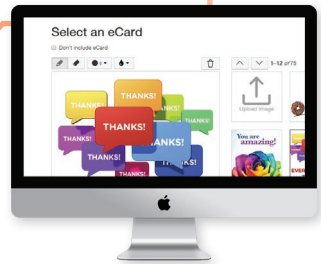Centralise, automate and maximise participation

Quick & Easy
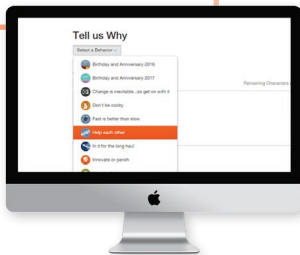- Search for a recipient
- Add a message
- Send

Personalised
- Add photos or videos
- Select an eCard
- Create a certificate

Aligned to Your Values
- Select a value/behaviour as part of the recognition
- Tracked in reporting suite

Socially Responsible
- Like & comment
- Global & local views
- Personal privacy settings

Key Benefits
- Real-time recognition and feedback
- Track recognition to your organisation's behaviours and values
- Personalise the experience for the recipient
- Make recognition social and interactive

Communications
Sustain engagement and support ongoing initiatives

Promote Your Program
- Assign activities by audience
- Include videos, banners or news
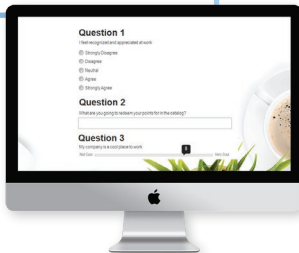- Link to documents & internal portals
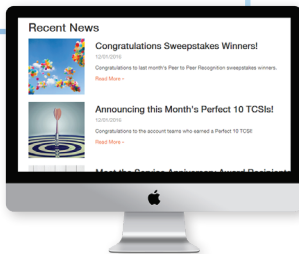
Reinforce Your Messages
- Training materials & quizzes
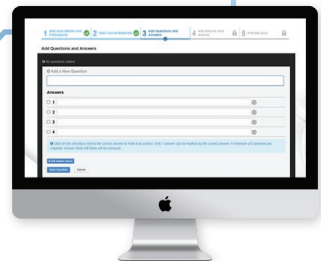- Forms & guides
- Best practices & tips

Create Conversations
- Gather feedback
- Measure participation
- Take a "pulse"

Self-serve Options
- Post content
- Manage communications
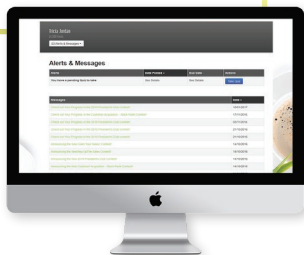- Choose your recipients

Key Benefits
- Segment messages by audience
- Celebrate achievements across the organisation
- Role-model and reinforce behaviours

Manager Tools

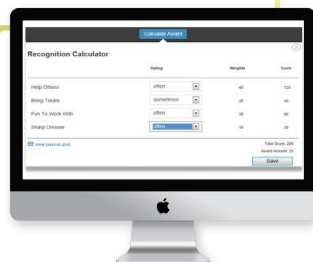Help managers coach and recognise their teams

Self-Service
- Team alerts & communications
- Leaderboards & quizzes
- Personalised dashboard reports

On-the-Spot Awards
- Assigned & capped budgets
- Recognise individuals or teams
- Built-in award controls for consistency

Localised Incentives
- Contests for specific teams & short-term goals
- Reinforce activities or behaviours
- Administrative oversight

Team Benchmarking
- Team & personal behaviours
- Assign targets
- Align behaviour with objectives
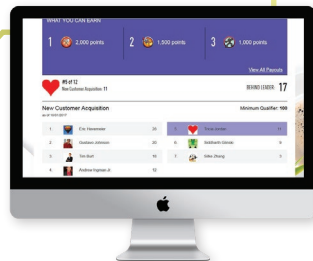
Key Benefits
- Empower managers to impact their teams' performance
- Allow managers to make quick and autonomous actions within program boundaries
- Real-time reports on activity and participation

Measurement
Track the costs and benefits of your program

Report Suite
- 22 reports provide an array of metrics
- Available to managers & administrators

Controlled Access
- Data displays reporting information based on each manager's role in the hierarchy
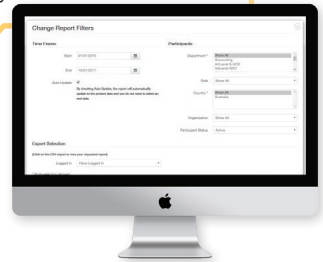
Personal Dashboards
- Choose your report, set your parameters, select a chart type
- Your five favourites are saved in the dashboard view

Data Extracts
- Extract a report into Excel or PDF

Key Benefits
- ○ Create reports in your favourite format
- ○ Dates update automatically to current day
- ○ Use the information to drive further activity and reinforce specific behaviours

Employee Value Proposition

Inspiring your people to fulfill your brand promise for your customers

Company
Goal
Strategy
Culture

Employee Value Proposition

Customer Value Proposition

YOU

Work Content

Employee
Attract
Align
Engage
Retain
Refer

Customer Experience

Customer
Acquire
Develop
Retain
Amplify

Compensat...
Benefit...

Our engagement engine **makes ever...**

Decision Day
Can I see
myself here?

First Day
Did I make
the right choice?

Every ...
Is this a
I'd like to

EVP Strategies

Organisation
Culture
Mission & Values
Environment
Reputation

Recognition & Rewards
Behaviours
Achievements
Results

Growth
Onboarding
Development
Advancement

People
Leadership
High Potential Teams
Networks

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y moment count with your employees.

Day
place
stay?

Achievement Day
Am I valued
and appreciated?

Referral Day
Am I happy here?

Interactive Participation

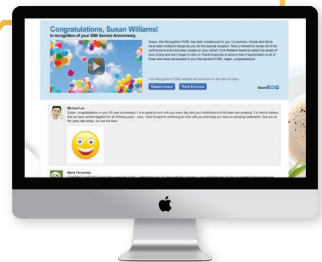Give participants a reason to keep coming back

Robust Badging
- Reinforce your brand & values
- Celebrate milestones & accomplishments
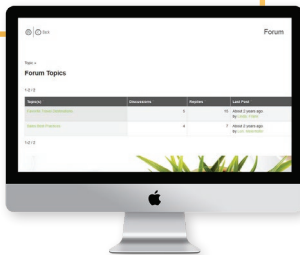- Encourage repeat behaviours

Personalised Celebrations
- Team & manager accolades
- Linked to the impact made on the organisation
- Keepsake booklet & awards

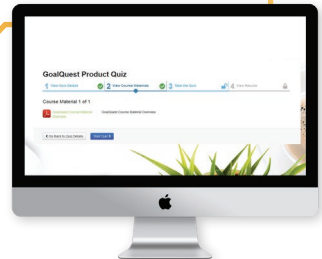## Harness Internal Knowledge
- Foster idea-sharing
- Ask the experts
- Topical discussions & feedback

Learn & Earn
- Test & reinforce knowledge
- Embed course materials
- Include rewards or recognition for participation

Key Benefits
- Participants continue to visit the program website and see your messaging
- Reinforces your brand and values
- Fosters a culture of teamwork and growth

Rewards

Integrated catalogue of options for emotional engagement

The Power of Choice
- Brand name merchandise
- Local & regional experiences
- Worldwide travel

Custom Plateau Collections
- Branded items
- Personalised collections
- Set the gift value at each milestone level

Customer Service
- Native language customer service
- In-country, in-time zone staff
- Phone, email or chat

Global Fulfilment
- Locally sourced & culturally relevant
- Catalogues in over 140 countries
- Meet the needs of any audience size & demographic

Key Benefits
- BIW handles all participant queries
- E-commerce marketplace experience
- Participants choose the award that is meaningful to them regardless of gender, generation or geography

Branding
Your program should look just like you

Corporate Image
- Branded specifically to you
- Utilising your brand standards
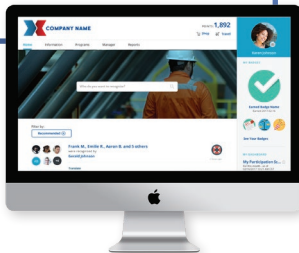- Logo, font, images & colours

Custom Configuration
- You choose the features to turn on
- Organised by your priorities

Your Personality
- Embed your behaviours & values
- Create branded eCards
- Include branded badges

DIY Features
- Manage your own communications
- Create your own quizzes
- Launch your own incentives

Key Benefits
- The program has a seamless look and feel to your other systems
- BIW provides service and support behind the scenes - we act as an extension of your team
- Participants can clearly identify program messaging and know when to take action

Global Organisation
- Over 3,500,000 participants in programs
- 19 standard languages
- Operating in 140+ countries

Quality Services
- Robust data security
- Regulatory compliance
- Tax reporting compliance

Local Footprint
- Australian company since 2006
- Over 40 team members provide customer & account service
- End-to-end support throughout your program

Best Practices
- Benchmark across similar size & industry
- Aggregated data across programs
- Case studies & networking

Key Benefits
- Use our experience as a resource to design and measure your program
- Resources available around the world to work with your local teams
- Technological stability and continuing development to sustain and enhance your program

Our mission is to
produce **measurable results**
for our customers.

OUR CUSTOMERS **LOVE OUR WORK**

Behaviour-based recognition program:
86% of managers active in the program

Workplace safety initiative:
33% reduction in safety claims

Manager on-the-spot rewards:
Satisfaction with manager increase from 62% to 92%

Wellness program:
37% increase in program engagement

Bright ideas/employee suggestions:
$1.3 million in savings

Six/Lean Sigma initiative:
Quality activity increase 56% over previous year

Centralised promotion budget tracking:
40% expense reduction by streamlining initiatives

To learn more about how BI WORLDWIDE can help you
implement results-based recognition in your organisation, visit
BIWORLDWIDE.com.au or email enquiries@au.**BI**WORLDWIDE.com.

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