



Harcourts decided a more traditional approach to employee recognition lacked key peer-to-peer features enabling employees to engage directly without management interference. The need for a modern method in setting up employee rewards and recognition demanded a new approach and SaaS platform which engages employees within their company's peer-to-peer workflow.

## THE PROBLEM

**Harcourts had been running a traditional rewards and recognition program for employees, but it lacked peer-to-peer recognition.** Recognizing peers is one of the ways of developing a healthy company culture, and they figured out that it was majorly absent in traditional recognition programs. They wanted to find a way to include peer-to-peer recognition in their daily flow of work.

## THE SOLUTION

As a part of their daily workflow, Harcourts uses the popular platform Workplace by Facebook for faster and easier collaboration among employees. They found Thanks, a recognition application, that could run from Workplace. Employees could recognize their peers and stay appreciated without switching platforms. Integrating Thanks to Workplace was a perfect decision to blend employee recognition without disrupting the flow of work. They saw an excellent percentage of employee engagement on the recognition application, even before introducing monetary rewards.

“

I had been developing a traditional recognition program of awards from our executive leadership team. However, after talking to some of our team members I did my research and found that I was headed for political posturing. What is many times more powerful and much healthier for company culture is peer to peer recognition.

The THANKS bot is perfect for this. We were able to design our own appreciation eCards with company branding. We had 40% team engagement even before we introduced monetary rewards.”

*Irene Green*

***Director of Professional Development***

## MODERN PROBLEMS NEED MODERN SOLUTIONS

Thanks is an employee rewards and recognition platform with modern tools and techniques. It uses internet bots simulating human activity, with automated tasks and hence called Thanks Bot. Thanks Bot allows employees to use their earned reward points to shop online or surprise peers by sending their wallet points as gifts.

Monitoring budgets for monetary rewards, generating reports periodically, empowering managers to send instant nominations, and lots more to enhance your culture of recognition with Thanks Bot.

**To explore more about Thanks, book a slot for your Demo right away!**