

THE EMPLOYEE

ENGAGEMENT

COMPANY



MAKE EVERYDAY A GREAT DAY AT WORK

WHY US?

WE KNOW THAT THERE'S NO SUCH THING AS A 'ONE SIZE FITS ALL' SOLUTION. PEOPLE HAVE DIFFERENT ROLES, OBJECTIVES, AND ATTITUDES. PEOPLE ARE INDIVIDUALS. THAT'S WHY FLEXIBILITY IS AT THE HEART OF OUR OFFER AND WHAT MAKES US DIFFERENT.

IT'S ALL ABOUT THE PEOPLE

peoplevalue, 'The Employee Engagement Company', is a leading provider of employee reward and recognition, benefits delivery and wellbeing solutions. We serve companies throughout the UK, delivering highly flexible programmes and technology to help businesses enhance their employee value proposition.

FLEXIBLE SOLUTIONS

Yes, we have exceptional products, programmes and technology, but they're not set in stone. We'll make our solutions fit your needs, we won't make your needs fit our solutions.

FLEXIBLE APPROACH

Flexibility isn't confined to our solutions. It's the hallmark of everything we do and it's why we always look to build partnerships with our clients based on a deep, authentic understanding of who you are, what you need and how to engage your employees.

FLEXIBLE PEOPLE

We expect the unexpected. Stuff happens, needs change, people are people. Flexibility means we have the imagination and resources to quickly change direction, to jump on unplanned requests at a moment's notice, and to always go the extra mile when you need us to.

INSPIRE, MOTIVATE AND REWARD YOUR EMPLOYEES WITH OUR SOLUTIONS



EMPLOYEE ENGAGEMENT HUB

Our flagship solution and the employee engagement hub of choice for many leading organisations, **spaces**, is a focal point for your employee engagement activities. **spaces** brings together all elements of our employee benefits delivery, reward & recognition, health & wellbeing solutions and a great deal more.



EMPLOYEE BENEFITS & DISCOUNTS

Our benefits delivery platform includes discounted employee shopping, salary sacrifice benefits hosting and fuel savings, alongside a range of unique community features. It's flexible too, so you can integrate any existing benefits you may offer. With access to online visual charts and reports, you can track engagement, spend & savings made, giving you valuable real-time insight into your scheme's performance.



EMPLOYEE REWARD & RECOGNITION

Whether it's a simple thank you, a gift or a comprehensive points-based rewards solution, our reward and recognition solution could enable you to create one of those much sought-after 'magic moments' of employee recognition. With over 25,000 reward choices, you can motivate and engage your employees, reward them for their performance, living your company's values or just about anything else you can think of.



EMPLOYEE HEALTH & WELLBEING

With our health & wellbeing solution, you can easily energise your employees with great wellbeing options, or help them feel financially healthy and secure. There are a wide range of tools available all in one place, including a range of self-assessment tools and improvement plans for employee emotional wellbeing, physical fitness, diet and personal finances with tips and resources to help maintain a healthy work/life balance.

WE ARE PASSIONATE ABOUT EMPLOYEE ENGAGEMENT,
WHY NOT GIVE US A CALL TO CHAT WITH ONE OF OUR TEAM.

Call us: 01865 876696 or email: enquiries@peoplevalue.co.uk



THE CASE FOR EMPLOYEE ENGAGEMENT



THE LINK BETWEEN EMPLOYEE ENGAGEMENT AND BUSINESS PERFORMANCE IS CLEAR. THE BENEFITS OF AN EMPLOYEE ENGAGEMENT STRATEGY ARE WELL ESTABLISHED.

POSITIVE EMPLOYEE ENGAGEMENT RESULTS IN REAL AND TANGIBLE BENEFITS FOR THE EMPLOYEE AND BUSINESS ALIKE.

For example, organisations with a higher employee engagement score will:

- Have employees who are more attached to their organisation.
- Have better absence and resilience results.
- Have employees with reduced levels of job-related stress.
- Have employees who exhibit key positive emotions as opposed to negative ones.
- Have employees with an improved quality of life and healthier lifestyles.
- Have an improved external reputation which will help retain and attract employees.

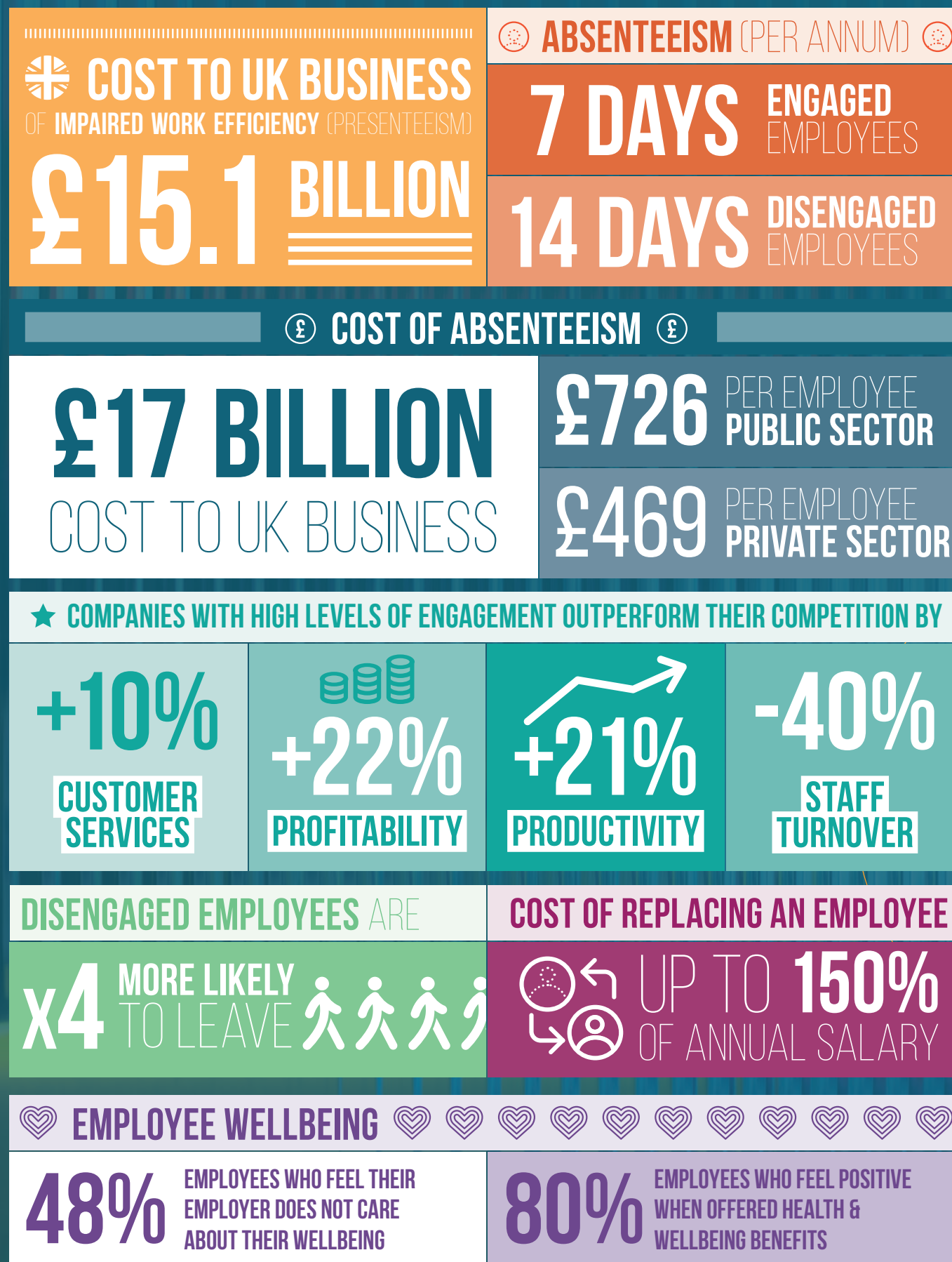
As a result, these organisations will be able to enjoy the benefits of engaged employees which include efficiency gains and cost savings from:

- A reduction in management time.
- Reduced absenteeism, presenteeism and lost working hours.
- Reduced temporary employee cover fees.
- Reduced employee turnover and recruitment costs.
- Improved productivity.
- Higher levels of innovation.
- Improved health and safety statistics.
- Improved customer care leading to the attraction of new customers, revenue increases and better brand reputation.

In addition to the above, it is also known that a formal engagement strategy will significantly strengthen the relationship between the employee, their performance and their employer.

Source: Engage For Success

SOME INTERESTING FACTS TO CONSIDER...



Data obtained from CBI, NICE, Aon, Gallup, Hays, CLC, liP



EMPLOYEE ENGAGEMENT HUB

SPACES IS A CONFIGURABLE EMPLOYEE ENGAGEMENT HUB WHICH HAS BEEN CREATED TO HELP YOUR BUSINESS BRING ALL OF YOUR EMPLOYEE ENGAGEMENT ACTIVITIES INTO ONE BRANDED, FLEXIBLE AND EASY-TO-USE PLATFORM.

spaces brings together your benefits, reward, recognition and wellbeing schemes alongside your overall employee engagement content, into one intuitive, user-friendly platform.



FLEXIBILITY TO FIT YOUR NEEDS

There's a wide range of standard modules for you to choose from and we can readily configure **spaces** with your own content. The intuitive homepage design ensures your employees can easily find out about and engage with your scheme.

ACCESSIBLE FROM ANYWHERE, ANYTIME

Our user-friendly solution means your employees can access **spaces** from anywhere, anytime. Coded in HTML5, **spaces** is optimised for any device so that however they are accessing it, employees can be assured of the best user experience.

TAKE YOUR ENGAGEMENT TO THE NEXT LEVEL

We are passionate about helping companies ensure that their employees enjoy a great day at work every day, and whilst doing so offer more of their capability and potential.

Using **spaces**, you can message your business objectives, create those "magic moments" of employee recognition, connect individuals and teams through the power of the social wall and give your employees a voice using our feedback tools..

WORKING IN PARTNERSHIP WITH YOU

Our team love getting to know and understand what makes your company tick and will work with you to ensure the scheme is a success. Adding value at every step of our journey together is our goal. With regular structured face-to-face and scheme strategic reviews with your account manager and our team, we can all ensure that happens.

SAFE, RELIABLE AND SECURE

Safe, reliable and secure systems are right at the heart of our design and operational processes and solutions. We work with you and all our partners to ensure your employees data is protected and that their digital engagement experience is optimised.



EMPLOYEE

BENEFITS

& DISCOUNTS

OUR BENEFITS DELIVERY SOLUTION GIVES YOUR EMPLOYEES MORE. OUR **ADVANTAGE** PLATFORM OFFERS THE BEST DISCOUNTS AND PERSONALISED CONTENT AND CAN BE FULLY ALIGNED WITH YOUR BRAND. IT'S EASY TO USE AND ALLOWS YOU TO LINK-OUT TO EXISTING EMPLOYEE BENEFITS.



GIVE YOUR EMPLOYEES SOMETHING EXTRA

At the core of **advantage** are our fantastic range of shopping discounts and cashback opportunities which help your employees' money go further. With access to a range of discounts, covering high-street retailers, supermarkets and online stores, your employees can save on every pound spent.

We even have a fuel card enabling savings on fuel purchases made at over 1,200 forecourts throughout the UK!

RESULTS DRIVEN BY RELEVANCE

Relevant content and communications are key to helping us build a valuable relationship with your employees. We give our customers and their employees the ability to use our 'flexible panel' technology to define the content that appears on their homepage, making it easier to find what they want, when they want it. Our account management team will work with you to build a tailored communications plan to help drive scheme engagement.

VARIETY IS THE SPICE OF LIFE

A diverse range of content helps drive engagement with users and ensures we always have something interesting to say. After all, we're all different and not everyone who accesses your employee benefits platform will be interested in a discount on their shopping. That's why we created our unique community features which includes a Market Place where your employees can trade unwanted goods, a company news and events section, free to enter competitions and lotto, and a personal event reminder tool for your employees to enjoy.

HAVE IT YOUR WAY

advantage is easy to access and simple to use. We have many different ways your employees can access your scheme. Not all will be right for you or them, so we'll get a good understanding of all your needs before making a recommendation.

Make our solution your own by aligning it with your company or scheme brand. However, your employees experience the scheme, it will always be in tune with your brand, ensuring employees readily associate the benefit with your employee value proposition.

IF YOU CAN'T MEASURE IT...

You can access and keep up to date with your scheme's performance using our online visual charts and reports. Track engagement, spend and savings and gain valuable insight with a real-time view on all the key aspects of your scheme.



EMPLOYEE REWARD AND RECOGNITION

A SIMPLE, AUTHENTIC 'THANK YOU' CAN GO A LONG WAY. AND, WHEN DELIVERED AT THE RIGHT TIME AND IN THE RIGHT WAY, CAN CREATE ONE OF THOSE MUCH SOUGHT AFTER 'MAGIC MOMENTS' OF EMPLOYEE RECOGNITION.

Whether you need a platform to help you consolidate and optimise your existing reward schemes or want to launch a simple 'Thank You' service to drive company values and performance, our **ereward** reward and recognition solution enables your business to celebrate your employees successes when it matters most.

CELEBRATE IN YOUR OWN WAY

Since we first launched **ereward**, we have created literally hundreds of features and applications to help organisations celebrate and recognise success in their own way.

Whether it's for living company values, celebrating life events, delivering long service awards, sharing positivity and success using a social wall or, come to think of it, anything else to do with recognition, **ereward** provides the ability to say "thank you", "well done" and show your employees they matter, every single day.



OVER 25,000 REWARD CHOICES

When it comes to reward choices we really do have everything covered. Because giving your employees choice and good value is our number one priority, our huge range of rewards are designed to tick every box ensuring there's something for everyone, whatever their interests may be.

COMMUNICATIONS JUST FOR YOU

Bring your recognition scheme to life with a tailored, branded communications plan. Our toolkit of communications options will help drive engagement and maximise your return on investment.

With a host of in-application and offline communication options available, our expert team help you define and deliver campaign content, measure results and ensure your scheme continually delivers.

AS EASY AS 1, 2, 3.....

ereward is flexible with ease of use built-in. You can choose to use our simple bureau or self-service reward processing options to make awards for your employees. We can configure the service so awards can go to the whole organisation or to individuals within predefined teams or groups. Bulk awards can also be processed in a single batch when needed and, as you would expect, all awards are supported with branded communications.

LISTEN TO THE VOICES THAT COUNT

Our **ereward** solution lets you easily gather your employees' views with our feedback, quick polls and surveys capabilities. Collect opinions, ratings and insight from employees to feed into your plans for the next phase of the scheme life-cycle. Quickly capture the voices and opinions of the people who matter most to your business, your employees.

A TAILORED PLATFORM

ereward is designed to be shaped around your exact needs. Take your pick from our extensive range of plugins and flexible modules. From sharing company news and events on your home page, to adding a social wall where employees can interact on a daily basis, you can select the components you want and add your own personal touch so everything is perfectly aligned to your brand and company values.



EMPLOYEE HEALTH & WELLBEING

THE ZONE PROVIDES YOUR EMPLOYEES WITH A HOST OF RESOURCES, FREE HELPLINES AND SELF-ASSESSMENT TOOLS TO HELP PROMOTE A HEALTHY, ENERGISED AND PRODUCTIVE LIFESTYLE ACROSS THREE KEY WELLBEING AREAS - PHYSICAL, EMOTIONAL AND FINANCIAL.

PROVEN BENEFITS

the zone supports your employee engagement strategy and demonstrates your intent and desire to address the wellbeing needs of your employees.



GREAT FOR BUSINESS

Integrate **the zone** as part of your engagement or wellbeing strategy and it will deliver benefits to your employees, your customers and your organisation as a whole.

SUPPORT YOUR EMPLOYEES WITH GREAT PHYSICAL AND EMOTIONAL WELLBEING OPTIONS

- Our Employee Assistance Programme for confidential advice and support.
- Unparalleled access to My Gym Discounts, a network of over 2,500 high quality local gyms and national brands at discounted rates.
- Discounted Health Cash Plans to help cover the cost of healthcare treatments including medical, dental and optical.
- Virtual gym offering online video fitness courses tailored to your employees' needs and goals.
- Free eye tests and discounted laser surgery across a national network of opticians
- Free online mindfulness courses to help manage everyday stress both at home and at work.
- Emergency childcare offering your employees access to a nationwide register of approved child carers when they need them.
- Elderly care advice helpline providing expert advice and help to walk employees through the options if they find themselves as the carer for an elderly relative.
- Health and wellbeing resources offering tips and advice to help maintain the correct work/life balance.

HELP YOUR EMPLOYEES FEEL FINANCIALLY HEALTHY AND SECURE

- Financial resources offering impartial advice and tools to help your employees with all their financial needs.
- Free for life credit rating service to help your employees maintain a healthy score or get it back on track.
- Retirement planning service so your employees can start preparing for the retirement they want.
- Low cost, fixed price will-writing service.
- Online courses to help your employees manage their money and investments.
- Investor portal to help your employees invest the simpler and smarter way, taking control of their future.
- Debt management and support to help employees choose the right options if they find themselves in financial difficulty.
- Affordable fixed term or interest loans through a salary sacrifice scheme to help employees live healthier and happier lives.
- A tax code review and refund service to let your employees review their personal tax code and manage refunds if necessary.



IT'S NOT JUST OUR TECHNOLOGY THAT WILL
MAKE YOUR PROGRAMME DELIVER.

BEHIND OUR PRODUCTS ARE A GREAT TEAM
OF PEOPLE WHO CAN SUPPORT YOU AND
YOUR EMPLOYEES ON YOUR EMPLOYEE
ENGAGEMENT JOURNEY.

SUPPORT

Our UK-based dedicated customer support team offer support to your employees with their queries.

ACCOUNT MANAGEMENT

You will have a dedicated account manager to help you get the most out of your platform and add value whenever possible. They will leverage our team of in-house specialists in a range of services including:

- Project management
- Scheme planning and implementation
- Scheme brand and design resources
- Employee communications to drive engagement – we'll use a mix of communications channels to deliver your tailored and branded plan and ensure your employees obtain maximum value.
- Scheme reporting and performance management – tailored reporting so you can measure the success of your scheme.
- Ongoing operational services and administration support to handle your specific scheme requirements.

DESIGN & COMMUNICATIONS

Every element of your scheme will be managed by our in-house teams, meaning we can easily modify our solutions to fit your exact needs.

Not only do we carefully craft all design and communications, we also create the innovative technology behind it all. As a result, we can easily tailor the service and branding to your requirements, and we're continually developing our products to give you the best in class.

We listen to our customers' valuable feedback to improve wherever we can.

PROUD PARTNERS OF...



COSTA

GWR

COVENTRY
Building Society



NG Bailey

RAC

SEVERN
TRENT

ORACLE®

Heathrow
Making every journey better

HITACHI
Inspire the Next

HRG™

KP SNACKS

sse

MURPHY
WORLD-CLASS INFRASTRUCTURE

TATA STEEL





peoplevalue
the employee engagement company

REQUEST A DEMO

Call us: 01865 876696

or email: enquiries@peoplevalue.co.uk

peoplevalue limited

Victor House

Wheatley Business Centre

Old London Road

Wheatley

Oxford

OX33 1XW