



THEHUB:

PEOPLEVALUE'S

SPACES PLATFORM



peoplevalue
the employee engagement company



thehub

THE HUB
– Case Study

PEOPLEVALUE USE SPACES TO CREATE A BESPOKE EMPLOYEE ENGAGEMENT PLATFORM

THE RESULT WAS SPACES – A
BRANDED, FLEXIBLE, EASY-TO-USE
PLATFORM THAT BRINGS ALL EMPLOYEE
ENGAGEMENT ACTIVITIES TOGETHER.



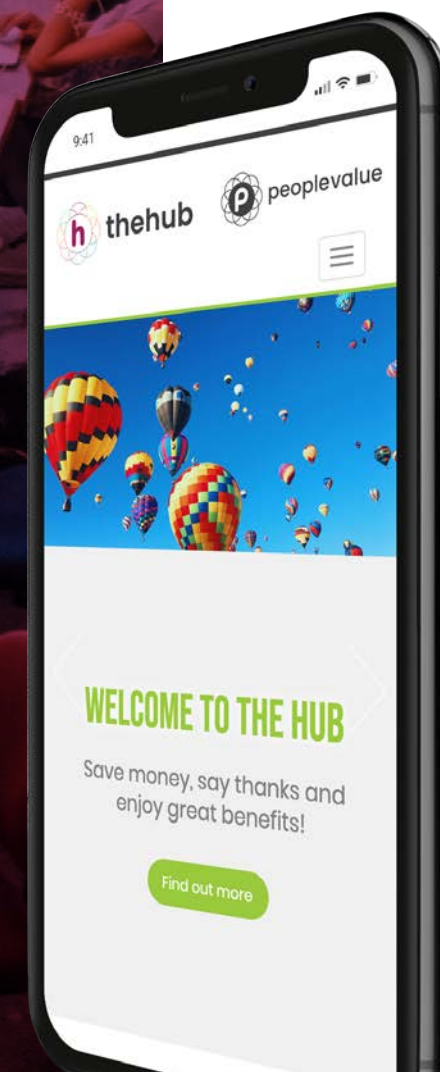
The creation of spaces was an exciting and innovative development project for us, so once it was complete, we took the opportunity to bring our individual benefit schemes into one place to create our very own branded spaces platform – **thehub**.

Combining social recognition, wellbeing, discounts, benefits, community features as well as links to other key employee benefits such as our pension scheme, **thehub** is a colourful reflection of our brilliant people, vibrant brand and collective passion to make everyday a great day at work.

A BIT OF HISTORY – CREATING SPACES

When we first started delivering employee engagement solutions to UK businesses, we used individual platforms for our different schemes: one for benefits & discounts and one for reward & recognition. While **advantage** and **ereward** are brilliant stand-alone solutions, our clients wanted to be able to access both from one place not only for ease of use, but so they could integrate other products, benefits and content into them too.

So, in response to the demands of our valuable clients, we set about making an employee engagement hub – a single platform to host benefits & discounts, reward & recognition, health & wellbeing, as well as other employee-related content our clients require.



REWARD & RECOGNITION



The creation and integration of **thehub** came at the same time as our plan to redefine our values, which are at the core of our reward & recognition scheme.

We asked our people what **peoplevalue** meant to them and collectively chose seven key values:



EXCELLENCE



COLLABORATION



INNOVATION & CREATIVITY



GROWTH



INTEGRITY



CARE & BALANCE



ENVIRONMENT

SOCIAL RECOGNITION

Peer-to-peer recognition and our social wall are huge aspects of **limelight** that add real value to **thehub**. Everyone in the business can log into **thehub** and say “thank you” and “well done” to any colleague that demonstrates one of our values. A notification then gets sent to the recognised employee and their line manager, and the instance of recognition gets automatically added to the feed on our social wall, so it’s visible to everyone in the business.

The social wall also features Birthdays and work anniversaries, and people can also post photos of things happening in the business. Everyone is then free to like, share and comment on any post.

“Limelight is a truly interactive and inclusive space that facilitates a positive working culture here at peoplevalue.”

– Andy Caldicott, Managing Director



LIMELIGHT AWARDS



Each month, we hold limelight awards, the winners of which are decided by our employees from all of the people that have been recognised on the platform that month.



80% OF EMPLOYEES HAVE NOMINATED A COLLEAGUE THROUGH LIMELIGHT

AWARDS

We also have a number of awards that are integrated into thehub. Because employee data and our business structure is embedded into the platform, employees automatically get reward points loaded into their accounts when they reach certain milestones and receive extra special recognition. They can then use these points to purchase items from our extensive reward catalogue.



BIRTHDAY AWARDS



LONG SERVICE AWARDS



EMPLOYEE OF THE YEAR AWARDS

While these rewards are process-driven, we also follow these up with face-to-face celebrations to make them extra special.

OUR EMPLOYEE OF THE YEAR AWARDS ARE ANNOUNCED AT OUR ANNUAL CHRISTMAS PARTY. DOING THIS ADDS VALUE AND, COMBINED WITH THE REWARD POINTS, SHOWS OUR EMPLOYEES HOW IMPORTANT THEY ARE TO OUR BUSINESS.

SALES REFERRAL SCHEME



thehub also hosts Let's Grow, our sales incentive programme which encourages all of our employees to seek new business opportunities through their own contacts. Aligned to our ongoing mission to expand our business, employees get rewarded with points when they submit an opportunity, when that opportunity becomes qualified, and when it becomes a sale.



BENEFITS & DISCOUNTS

MAKING OUR PEOPLES' MONEY GO FURTHER.

Through advantage, all of our employees get access to a wide range of retail discounts and cashback offers. Whether it's the weekly supermarket shop or days out with the family, employees can choose from a selection of reloadable cards and vouchers that can be used online or in-store.

Because advantage uses a cashback mechanism, our employees accumulate a significant amount of money on their accounts which can be used on Christmas shopping, holidays – anything they like.

"I use my reloadable card to pay for my weekly food shop and any other ad-hoc purchases I make at the local supermarket. By simply doing this instead of paying with my bank card, I easily accumulate about £150 a month if not more, which I then transfer straight into my savings account. It's fantastic."
– peoplevalue employee

EMPLOYEES SPEND OVER
£4,000 AND SAVE UP TO
£300 A MONTH USING ADVANTAGE

EMPLOYEES HAVE
COLLECTIVELY EARNED
ALMOST £12,000
IN CASHBACK

BP PLUS FUEL CARD

Our fuel savings card is a truly valuable feature that helps our employees save money at over 1,200 BP fuel stations across the UK. With both our Wheatley and Pewsey offices based in villages and therefore not very accessible by public transport, the majority of our people commute to work by car.

"I don't live locally to our Wheatley office so do a commute of about 200 miles twice a week which becomes quite an expense. By using the BP Plus Fuel Card to pay for my fuel at BP service stations along my route, I can save up to 25p per litre which makes a real difference!"
peoplevalue employee



EXTRA BENEFITS

As well as hosting all of our advantage, ereward and the zone features, we've also integrated peoplevalue's unique company benefits into thehub.

This includes our pension scheme, discounted access to our office's local gym, as well as other perks that we offer in addition to our solutions.

OUR COMMUNITY

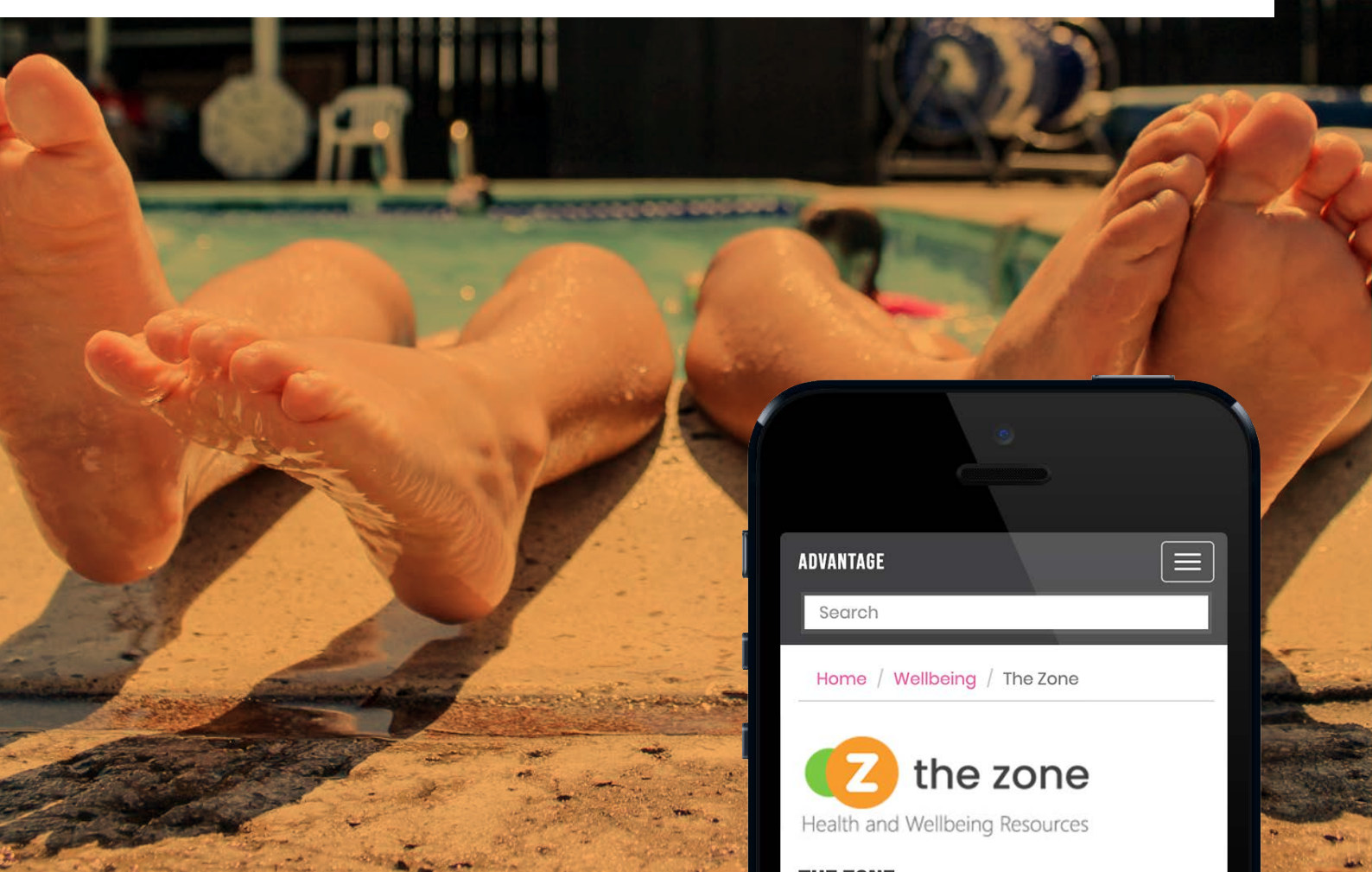
Thehub also has a range of community features which adds a bit of fun to the platform while ensuring our people are kept up to date with everything going on in the business.

This area of thehub holds our latest news and events as well as a monthly Lotto and free-to-enter competitions which give our employees the chance to win some amazing prizes.



HEALTH & WELLBEING

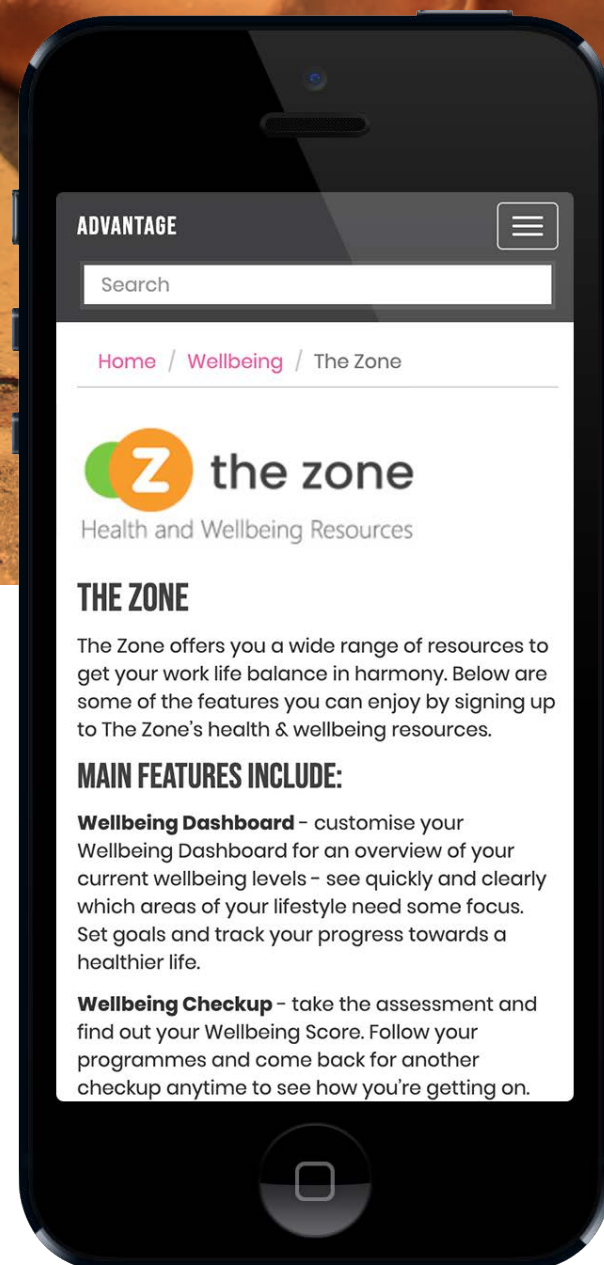
OUR MOST POPULAR WELLBEING FEATURES ARE DISCOUNTED GYM MEMBERSHIPS AND THE ADVANTAGE VIRTUAL GYM.



A key element that is also embedded into **thehub** is **the zone** – our health and wellbeing solution. Employees can simply click through to this area once they've logged into **thehub** and get full access to a wide range of products, services and resources provided by experts in the emotional, physical and financial wellbeing fields.

From gym memberships, eyecare and health cash plans, to debt management, money advice and retirement planning, employees from all areas of the business can find a free or discounted service to suit their needs.

They can also engage with helpful articles and a selection of wellbeing tests, all of which they can access from anywhere, at any time.



THE RESULT

thehub reflects our vision for **spaces**. Our platform epitomises our culture, our values and our people. It's a great example of how **spaces** can be tailored to create an employee engagement platform that truly sits at the heart of a business.

With **ereward**, **advantage**, **thezone**, and all of **peoplevalue**'s unique benefits in one place, our people can simply log in and explore all of the fantastic offers and features available to them.

We're a small business that is consistently growing, so **thehub** is not only a valuable place to host our full benefits and rewards package, it's an effective communications tool that keeps all of our employees connected with each other.

SUCCESS AT A GLANCE

ALMOST 20,000 LOGINS IN TOTAL

TOP RETAILERS: SAINSBURY'S, JOHN LEWIS & WAITROSE PARTNERS, TESCO

£11,940 EARNED IN CASHBACK

OVER 1,000 WELLBEING CLICKS

80% OF EMPLOYEES HAVE NOMINATED A COLLEAGUE THROUGH LIMELIGHT

OVER £190,000 SPENT ON THE HUB USING ADVANTAGE AND EREWARD

MOST POPULAR WELLBEING FEATURE: ADVANTAGE VIRTUAL GYM

ALMOST 500 LIMELIGHT NOMINATIONS MADE USING EREWARD

EMPLOYEES HAVE SPENT OVER £5,000 WORTH OF REWARD POINTS



ABOUT PEOPLEVALUE

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. We deliver highly flexible programmes and technology to help businesses enhance their employee value proposition.

We know that what we do helps drive engagement strategies, motivate employees and improve business performance. That's why we do it.

Central to the delivery of our flexible solutions are robust platforms with ease of use built into their DNA. They are readily adaptable and designed for tailoring to precisely meet the strategic and operational goals of our clients and maximise their return on investment.

From a simple thank you to a gift or comprehensive points-based rewards solution with over 30,000 reward choices, our reward and recognition solutions can be used to motivate and engage your employees, rewarding them for their performance and living your company's values.

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