



NOBIA UK'S

SUCCESSFUL BENEFITS

AND REWARDS HUB

NOBIA UK DELIVERS EMPLOYEE BENEFITS, WELLBEING, REWARD, RECOGNITION AND INCENTIVES USING PEOPLEVALUE'S HUB.

ABOUT NOBIA UK

Nobia UK forms part of Europe's leading kitchen specialist.

Nobia develop, manufacture and sell smart and attractive kitchens under their UK brand names such as Magnet, Gower, Rixonway, Commodore and CIE Kitchens and through twenty or so strong international brands.

Nobia UK sells its branded and private label kitchens through its own DIY stores and builders' merchants. Nobia also provide kitchens to Private Developers and Social Housing Associations.

For more information, visit: www.nobia.com

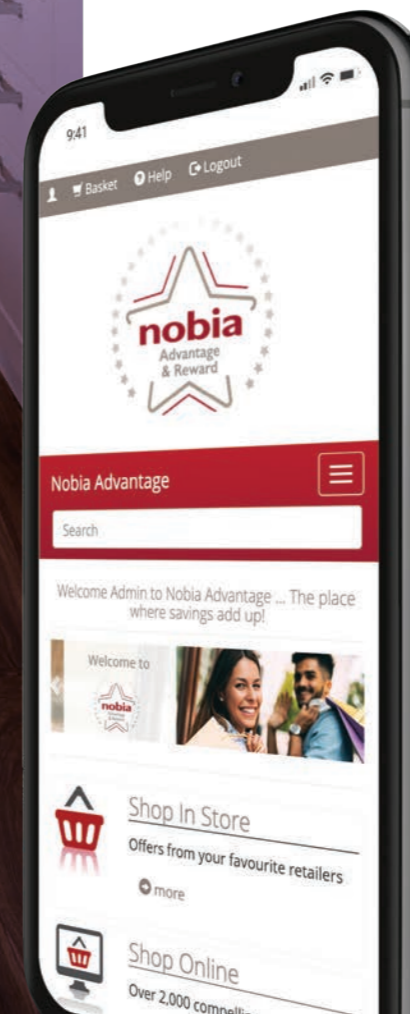
3,000 colleagues from the Nobia UK group including Magnet, Gower, Rixonway, Commodore and CIE Kitchens can now recognise colleagues for **Going the Extra Mile and Making A Difference**, access a range of valuable employee perks, benefits and wellbeing resources and enjoy company incentives all in one place.

E·N·G·A·G·E

THE MISSION

As part of its corporate vision, Nobia UK aims to nurture kitchen dreams and put the customer experience at the forefront. With this in mind, it is important for the company to be able to attract and retain the best talent and ensure that once people have joined the company they remain actively engaged with the business.

Sarah Wilson, HR Manager, West Region at Nobia UK explained; "Initially we wanted to be able to offer colleagues something extra and engaging, something that added to their remuneration package, and something that their whole family could benefit from. We also knew that the solution would need to be tailored to meet our business needs, be capable of presenting all our benefits, incentives and recognition schemes in one place and be flexible to change as the schemes grew."



THE SOLUTION

OVER 90%
OF COLLEAGUES
ENGAGED WITH THE SCHEME
THE SCHEME HAS A
SOCIAL RECOGNITION WALL

THE NOBIA UK BENEFITS AND REWARDS HUB

The peoplevalue solution combines two of their industry leading products, advantage and ereward to deliver employee benefits, wellbeing, reward, recognition and incentives in one easy to use Nobia UK branded hub. The scheme is the focal point for the business's employee engagement activities.

Accessible from anywhere, anytime, the mobile friendly scheme is easy to use on all devices including desktop, tablets and phones. The intuitive scheme homepage design ensures colleagues can easily find out about and engage with all the scheme content.

EMPLOYEE REWARD, RECOGNITION & INCENTIVES – NOBIA REWARDS

As part of their corporate vision, Nobia UK really wanted to recognise those colleagues who do more than simply their job and those who really consider what's best for their customers (internal or external), their business and colleagues.

Through the scheme's social recognition wall, colleagues can say thank you to a colleague for **"Making a Difference"** or nominate a colleague for a **"Going the Extra Mile"** award. With "live in the moment" recognition the scheme helps create those much sort after **"Magic Moments"** of employer recognition which helps reinforce the company's culture and drive employee engagement by showing that the business has seen and valued colleagues' efforts and commitment.

The scheme also enables consolidation of rewards by bringing together Long Service Awards, one off awards for exceptional service, a recommend a friend scheme and company sales campaigns and incentives.

For all these schemes, colleagues can keep a record of their achievements, collect rewards points and exchange them for a gift personal to them from a reward catalogue containing over 25,000 different products.



EMPLOYEE BENEFITS – NOBIA ADVANTAGE

At the core of the scheme are a fantastic range of shopping discounts which have proved to be very popular with colleagues. Big savings are available through instant digital codes at all the major high street retailers, supermarkets, cinemas and online stores that enables colleagues to save on every pound they spend.

The scheme also includes important links to and information about other available Nobia UK employee pay and benefits such as online pay slips through the HR Self Service portal, pension, careers, savings club and corporate car scheme.

EMPLOYEE WELLBEING - NOBIA THE ZONE

The zone provides Nobia UK colleagues 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.

For example, content includes: discounted gym memberships, health cashplans, eyecare tests and savings, health and wellbeing resources and information, debt management advice and credit rating assessments, to name a few.

The Nobia UK and peoplevalue partnership has been a great success because both organisations are passionate about ensuring that Nobia UK's colleagues enjoy a great day at work every day and believe in the benefits of an engaged workforce.

The scheme initially focused on the delivery of employee benefits. The reward and recognition scheme was implemented around 18 months after, once engagement levels had been built.

Following a successful design and launch campaign, where both organisations worked together to build the employee data feed for the scheme, the tailored communications plan for the scheme ensures ongoing engagement.

With a mix of in-application and offline communications methods being delivered, the scheme management teams work together to measure engagement results and provide the insight required for the Nobia UK scheme stakeholders.

For example, the scheme information is included as part of the induction process to all new colleagues, posters, e-shots, roadshows, competitions and many other communications methods are sent on a regular basis.

As part of the communications campaign and to keep the scheme fresh and exciting, the Reward, Recognition and Incentives schemes were launched. Peoplevalue worked with Nobia UK to understand their existing manual paper-based scheme operational flows and then migrated them to their ereward solution which made them more visible, amplified recognition across the business via the social wall and enabled more colleagues to get involved.

IMPLEMENTATION

RESULTS

3,000 Nobia UK colleagues have access to the scheme. The scheme has seen widespread adoption with over 90% of colleagues actively engaged and logging in to use the scheme regularly.

Sarah Wilson commented; "The **advantage** staff discount package has certainly made our overall benefits package more competitive. The **peoplevalue** solution is accessible to all our 3,000 colleagues across Nobia UK and is proving extremely popular, particularly as whole families are also able to benefit.

The **ereward** solution is a great way for us to manage and administer our recognition and incentive programmes. Colleagues collect points by demonstrating they are living our corporate values. It's great to hear stories of colleagues taking partners on a holiday to Mexico for example. As these stories come out, people are recognising what a great place Nobia UK is to work and so we see our colleagues becoming more engaged."

THE HR TEAM REGULARLY RECEIVES ENTHUSIASTIC FEEDBACK FROM STAFF ABOUT ALL ASPECTS OF THE SCHEME.

SUCCESS AT A GLANCE

OVER 90% OF COLLEAGUES ENGAGED WITH THE SCHEME

COLLEAGUES HAVE SPENT OVER £751,000 THROUGH THE SCHEME ON SHOPPING AND SAVED OVER £120,000

OVER 5,000 LOGINS PER MONTH AND 200,000 SINCE SCHEME LAUNCH

OVER £1M WORTH OF REWARD AND INCENTIVES ISSUED TO COLLEAGUES

112,000+ CLICKS ON NOBIA UK BENEFITS PAGES

OVER 200 SUCCESSFUL AWARD NOMINATIONS WITH COMPANY-WIDE DISPLAY ON SOCIAL WALL

OVER 28,000 WELLBEING PAGE VIEWS WITH DISCOUNTED GYM MEMBERSHIP AND EYECARE SAVINGS BEING THE MOST POPULAR

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-in to 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.

For more information please visit: peoplevalue.co.uk
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peoplevalue



advantage



ereward



the zone

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