

Nomination: 6718

Making wellbeing the HEART of everything we do

Page: General Information
Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee's employer.
Name of Organization/Company Reward Gateway
Additional Contacts I do not wish to list additional contacts
Page: Entry Information
Entry Title Making wellbeing the HEART of everything we do
Category B01 - B59 Achievement > B02 - Achievement in Benefits Design and Administration
Achievement Submission Format Written Answers
a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required At RG, we have a mission of making the world a better place to work. This Mission starts inside our business and is reflected in our culture and our people. Wellbeing is core to our engagement model. Without it, every other part of the employee experience is negatively affected. That's why it is integral to our culture, strategy and benefits offering. While we've always had policies and benefits to support our employee's wellbeing, we recognize that our Mission is only possible by putting it at the HEART of our experience. HEART is the name of our new health and wellbeing program. Our Mission is to help employees achieve their health and wellbeing goals with Healthy Everyday Actions Reached Together. We understand that wellbeing is unique to everyone, so we provide a holistic offering across six core pillars of wellbeing. We reframed our 60+ benefits to support our people's and their families' wellbeing. They are broken into those pillars, correlated with our core values, demonstrating how we live our values in every aspect of life at RG. We then take a three-pronged approach, ensuring our employees have preventative, daily, and crisis-focused support to meet them where they are on their journey.
b. Outline the team's or organization's achievements since the beginning of 2021 that you wish to bring to the judges' attention (up to 250 words). Required boom! is our social, digital workspace, where we communicate our wellbeing campaigns and share stories of our employees' journeys to healthier lives. With inspiring hubs, weekly wellbeing segments, and wellbina events- boom! is our centralized space to host all communications that inspire our people to make a plan, get started, and achieve their wellbeing goals. Our MoveSpring app allows us to connect our employees globally through collaboration and gamification. There, we host company-wide challenges, provide goal recommendations, and share motivating content. Challenges are created for every fitness level, focusing on individual improvement for a personalized approach. Through featured content, chat prompts, and announcements, we can help make wellbeing a habit and keep it top of mind. Custom tracking, leaderboards, and badges allow us to foster friendly competition and provide meaningful recognition and connection. We promote physical activity, boost culture, and educate employees on key health actions with our online Wellbeing Center. Our online Wellbeing Center is accessible to all employees via mobile and desktop. It links to all of our pillars and is about boosting engagement through a personalized approach. Everyone in our company has a hand in our wellbeing strategy through inspiration, connection, and engagement. Our leaders serve as program champions spearheading engagement. Our EPIC Networks collaborate on introducing new benefits and review our strategy to ensure it takes an inclusive approach. Our employees are our end-users and provide us with feedback and guidance on what would make RG a better and healthier place to work.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the team's or organization's past performance (up to 250 words). Required

As a part of the launch, 9 wellbeing hubs were created on boom! Our internal engagement platform. Since their launch in early March, the hubs have received over 1400 clicks to resources linked. Our ongoing campaigns have focused on making wellbeing a habit rather than a hassle and our Feel Good Friday HEART newsletter is now one of the most popular blogs.

Here are a few of our stand-out Wellbeing Engagement Survey Results, with 10 being the highest possible score...

9.0/10 RG demonstrates a commitment to the wellbeing of employees

9.0/10 I know where to go to find resources to support my wellbeing internally at RG

8.7/10 I feel like I can ask for help with wellbeing issues at work

8.6/10 RG provides a personalized approach to wellbeing

8.5/10 RG has removed obstacles that come between me and my wellbeing and have supported me in achieving my individual goals

8.5/10 People at this company make well-being a priority

4.6 Work/Life Balance Rating on Glassdoor

Finally, our effectiveness is proven in the inspiration we provide to our clients and prospects. As experts within the employee engagement space, we work with a vast community of HR Leaders. As employees at RG have seen how our People Team uses the product and service we provide for clients (engagement, reward and wellbeing platforms) to engage our broader business in our Wellbeing Strategy, they can share that with clients. Some clients have even customized their platforms to mimic ours to level up their wellbeing programs.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

Our framework was designed with an understanding that wellbeing is not linear and encompasses every aspect of our employees' lives. Our preventative initiatives were designed to help our employees protect, promote, and maintain their health and wellbeing. Our daily initiatives are all about making wellbeing a habit. These are day-to-day offerings and ways we help our employees keep wellbeing top of mind so that instead of just surviving, they are thriving. We understand that we may not always be able to prevent or avoid a health emergency. Our crisis initiatives ensure our employees have the support they need 24/7.

We prioritized digital delivery of our campaign. Technology is a key enabler of our success, with a centralized hub that can be accessed anytime and anywhere, we ensured all our employees and their families can participate. Our MoveSpring app supports a range of challenges and camaraderie. While Slack groups develop communities and interest.

We used three core channels to drive our program, while launching with a week-long hybrid Thank You Festival themed around 'Celebrating our RG HEART'. Throughout the weeklong celebration, RG employees collectively shared over 900 eCards and more than 150 HEART awards. In addition, we hosted 6 "Wellbinar" sessions across our geos that brought in 200+ attendees.

Managers and leaders were instrumental in our success. To help bring our leaders on the journey, we created a Leading with HEART cheat sheet with six things they need to know about our new wellbeing strategy.

Webpage Link

<https://careers.rewardgateway.com/life-at-rg/making-wellbeing-the-heart-of-everything-we-do> (<https://careers.rewardgateway.com/life-at-rg/making-wellbeing-the-heart-of-everything-we-do>)

Would you like to add an additional webpage link?

Yes

Webpage Link 2

<https://careers.rewardgateway.com/life-at-rg/how-we-used-our-movespring-app-to-help-launch-our-internal-wellbeing-strategy> (<https://careers.rewardgateway.com/life-at-rg/how-we-used-our-movespring-app-to-help-launch-our-internal-wellbeing-strategy>)

Would you like to add an additional webpage link?

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Webpage Link 3

<https://careers.rewardgateway.com/life-at-rg/our-global-2023-employee-appreciation-day-plans> (<https://careers.rewardgateway.com/life-at-rg/our-global-2023-employee-appreciation-day-plans>)

Would you like to add an additional webpage link?

Yes

Web Page Link 4

<https://www.hcamag.com/us/specialization/reward-recognition/the-power-of-a-thank-you-how-recognition-is-changing-employee-wellbeing/441631> (<https://www.hcamag.com/us/specialization/reward-recognition/the-power-of-a-thank-you-how-recognition-is-changing-employee-wellbeing/441631>)

Would you like to add an additional webpage link?

Yes

Would you like to add an additional supporting document?

Yes

Supporting Document 5

Download File (<https://stevies-sage.secure-platform.com/file/16384/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNjM4NCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t-MfDbX7meJ-7k?Crisis%20Wellbeing%20Support.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 6

Download File (<https://stevies-sage.secure-platform.com/file/16385/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNjM4NSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t-Crisis%20Hub.png>)

Would you like to add an additional supporting document?

Yes

Supporting Document 7

Download File (<https://stevies-sage.secure-platform.com/file/16386/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNjM4NiwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t-HEART%20Home.png>)

Would you like to add an additional supporting document?

Yes

Supporting Document 8

Download File (<https://stevies-sage.secure-platform.com/file/16387/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNjM4NywiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t-Leaders%20Guide%20to%20HEART.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 9

Download File (<https://stevies-sage.secure-platform.com/file/16388/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNjM4OCwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t-Summary%20of%20Events.pdf>)

Would you like to add an additional supporting document?

Yes

Supporting Document 10

Download File (<https://stevies-sage.secure-platform.com/file/16389/eyJ0eXAiOiJKV1QiLCJhbGciOiJIUzI1NiJ9.eyJtZWRpYUlkIjoxNjM4OSwiYWxsbn3dOb3RTaWduZWRVcmwiOiJGYWxzZSI6Imlnbm9t-da87NXPhkYeJdhPLxGQbDi1d4medu2tLi1MIWE?Global%20Benefits%20Overview.pdf>)

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