



Kylie Green

The New Way Forward: Establishing Momentum by
Cultivating a Culture of Growth

Let's make the
world a better
place to work





50%

HR leaders believe remote work will become a standard



80%

CEO's agree that remote collaboration is here to stay

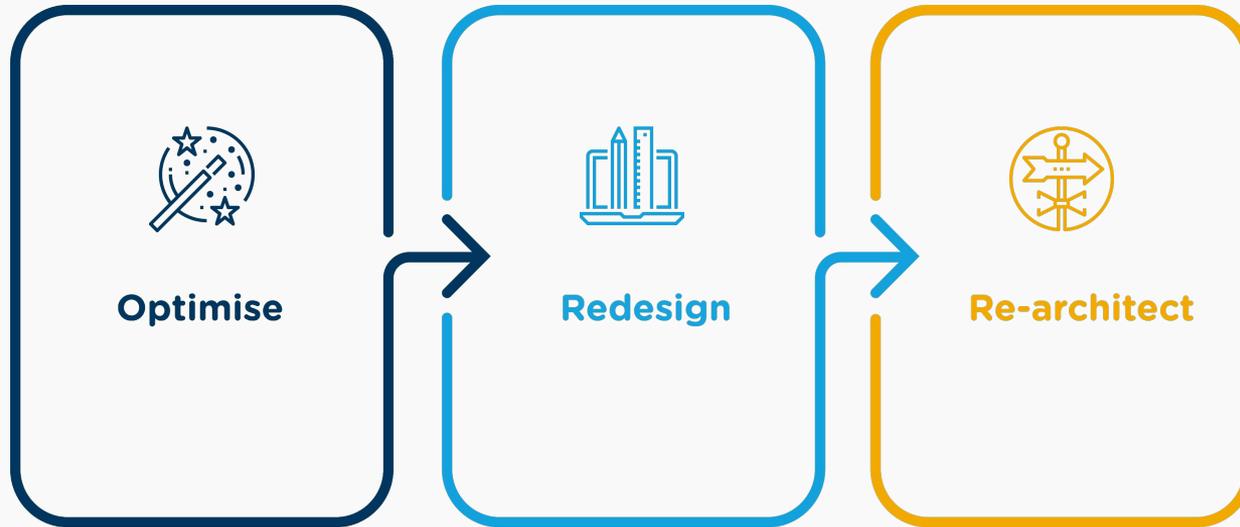


600m

Remote workers by 2024, 30% of all employees worldwide

HR's role is evolving

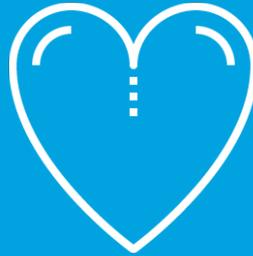
Survive  Thrive



Biggest challenges for HR Leaders



Connecting the
workforce
(69%)



Keeping up
workplace
culture remotely
(71%)



Doing more with
less time, money
and resources
(42%)

51%

**of employees said they
are looking to move jobs**

Reward Gateway, 2020

Reasons why people are leaving



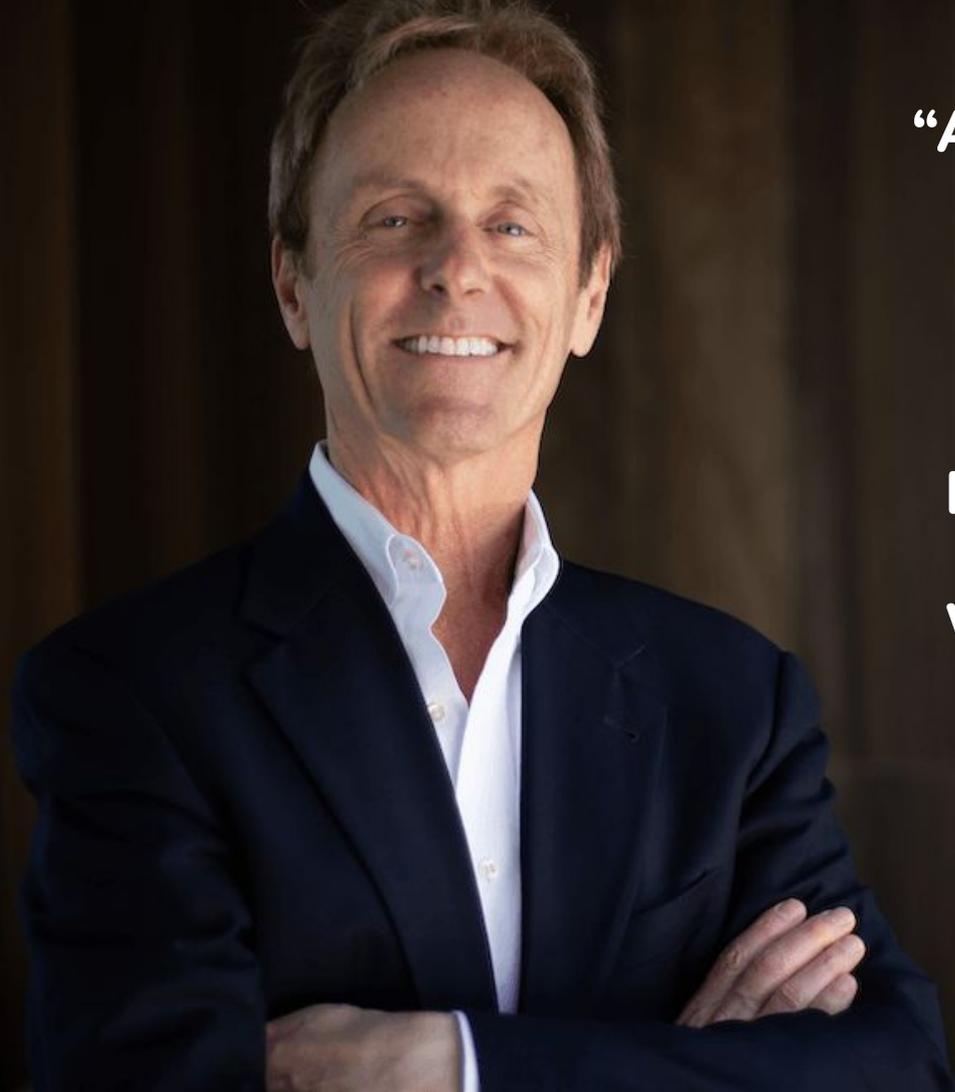
Underappreciation
and lack of
recognition
(30%)



Lack of support
(26%)



Insufficient
connection to the
company
(23%)



“Almost every HR department I talk to is in the process of transforming.

We no longer ‘serve the business’ or ‘sit at the table’.

We are **central** and **critical** to the company’s survival, response, and long-term success.”

Josh Bersin, Global Industry Analyst



The New Way Forward

Establishing Momentum by
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Quadrant of Employee Engagement



DISCRETIONARY EFFORT



Go-getters:

High-energy, bright and motivated, but don't always look out for the team. Ready to jump ship if a bigger or better opportunity.



Ambassadors:

Driven, reliable, and looks out for the long-term good of the whole team. Finds a constructive way to speak up a spirit of positivity and improvement.



Detractors:

Ready to challenge a decision before thinking about why it's been made. Thrives on disagreement and negativity and happily spreads it.



Stayers:

Puts in the bare minimum effort to fly comfortably under the radar. Won't rock the boat but won't step out of their comfort zone either.

INTENT TO STAY

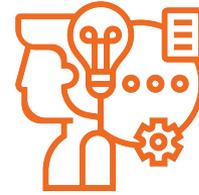
The New Way Forward: Cultivate a Culture of Growth



Cultivating culture and connection with authentic communication and strategic recognition



Finding creative ways to support employees' financial, physical and mental wellbeing



Providing purpose and inspiration to help employees stay aligned and adaptable

1. Cultivating culture and connection with authentic communication and strategic recognition



The Engagement Bridge

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The Engagement Bridge

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RewardGateway

the employee engagement people



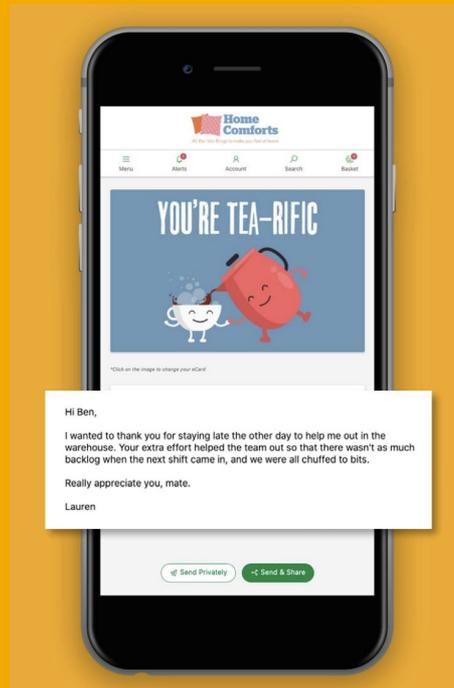
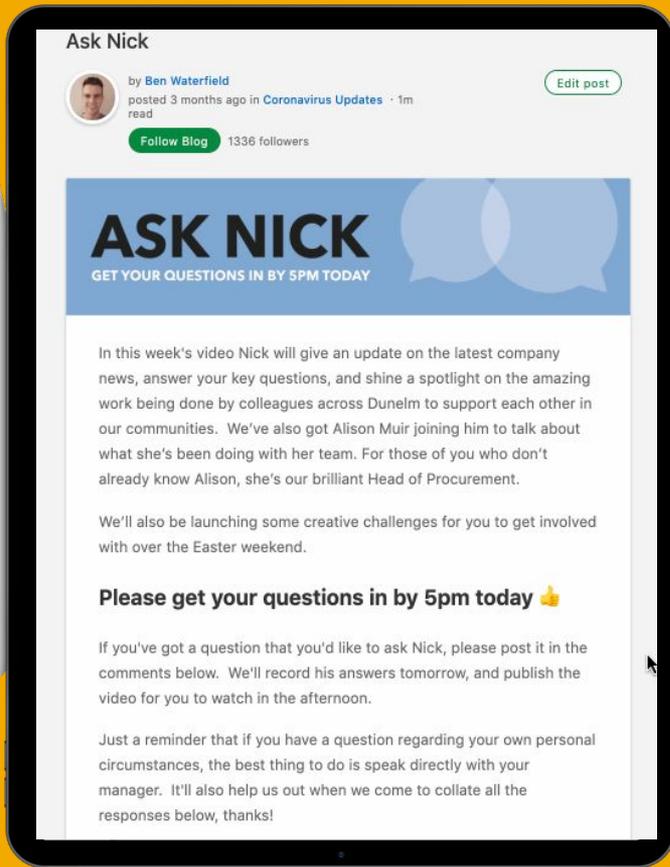
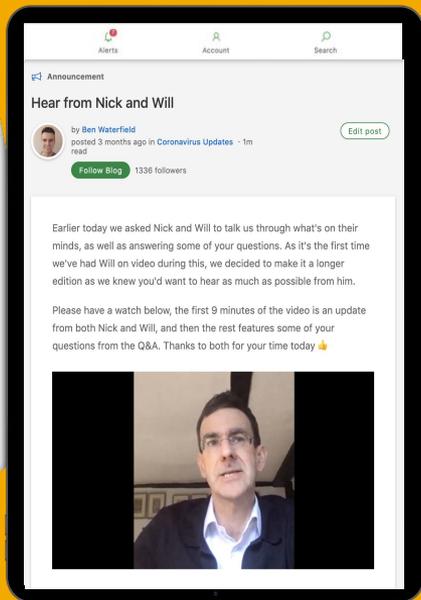


Creating authentic connection

Build your “digital campfire” - opportunities for connection and storytelling

Get the right employees the right information at the right time

Share the message in a way that caters for a diverse audience



2. Finding creative ways to provide practical support for employees' financial, physical and mental wellbeing



High impact initiatives to enhance wellbeing & connection

Ease the burden of
working remotely
(e.g. WFH
package, kids club)

Promote/
communicate
existing benefits
(e.g. discounts,
EAP)

Promote personal
development with
a “Book Benefit”

Provide resources
to support
mental/physical
wellbeing

Form
interest-based
networks
(e.g. cooking,
hiking, parents)

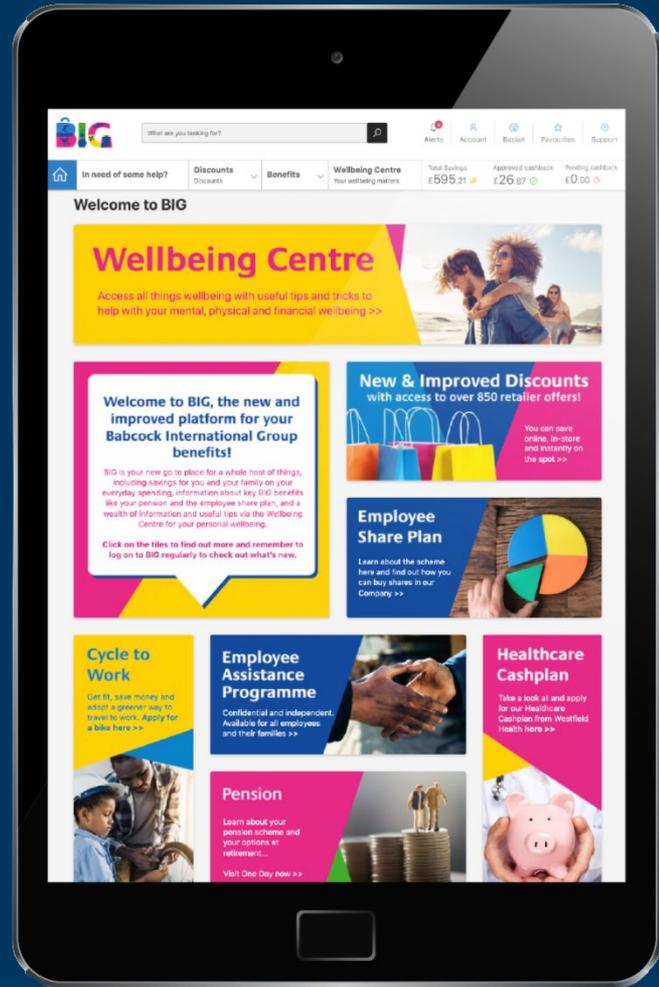
Congratulate and
motivate
employees with a
mini-bonus

Tap into the power
of peer-to-peer
recognition

Provide a
wellbeing
allowance

High impact, cost-effective initiatives to boost your EVP

babcock™



3. Providing
purpose &
inspiration to help
employees stay
aligned and
adaptable



The Engagement Bridge

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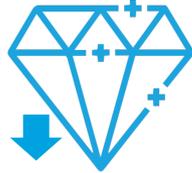
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the employee engagement people



Feeling invisible affects motivation. Being demotivated affects wellbeing and performance.



**Productivity
decreases
(49%)**



**Quality of
work reduced
(39%)**



**Quality of diet
declines
(30%)**



**Mood worsens
(62%)**



**Mental health
declines
(48%)**



Companies that excel at employee recognition on average are **12 times more likely to generate strong business results than their peers**

Josh Bersin



Boosting employee productivity & adaptability

Recognise and reinforce progress

Hybrid workforce = Diverse needs throughout the employee lifecycle

Embrace technology to create engagement moments



Henley



Reward Gateway



MISSGUIDED





Recharge your culture regularly:

Cultivate connection
and community - digital campfire

Integrate wellbeing and support

Sustain momentum by
celebrating progress

The New Way Forward

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