

workhuman®

Promote Workplace Flexibility With Recognition

BUILD CULTURE WHEN WORKING ARRANGEMENTS CHANGE





We know, we know: There's always a new crop of workplace lingo to keep up with. RTO, WFH, flex time, hot desking – and that's just to name a few of the major players in this moment.

Since 2020, the global workforce has had to reckon with flexibility as a trend (tsunami) molding the modern employee experience. While there may be many ways to zhush up “workplace flexibility,” the labor force is clear: job candidates continue to say it’s a key factor in deciding their next career move.

Whether they want to get dressed and go into the office or work from home in their slippers, **93%** of our survey respondents said flexibility was top of mind when deciding to apply for or accept a job.

Source: [iCIMS 2023 Workforce Report](#)

To attract and retain top talent, companies are dusting off their old handbooks and revolutionizing human-centered policies that allow for new ways of thinking about work arrangements. We'll show you how [Workhuman®](#) can support you and your people with recognition – no matter the working arrangement at your organization.



Social Recognition enriches culture – remote, hybrid, in-person, or offline

In a [2023 poll](#), we observed that employees forced to transition to a non-preferred work environment report lower psychological safety. Change can be hard – but employee experience shouldn't take a dip for the worse when one occurs.

Don't lose hope if your ways of working are in flux. [Workhuman and Gallup research](#) found that when recognition is done right, workers experience improved daily emotions, stronger workplace relationships, less stress, and lower burnout. Seems like a pretty good defense against any potential threat to psychological safety, right?

Beyond that, a culture of recognition encourages communication between workers and can improve feelings of belonging. Social Recognition[®] lays the foundation for feedback – an important consideration for collaboration and workplace flexibility.

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A culture of respect and empowerment offers agency to collaborate on work arrangements that enable everyone to personalize their situation as much as possible. Again, communication and feedback are critical. Managers can empower their teams to create their best schedules, with everyone committing to steady feedback and amending plans based on results.

ERIC MOSLEY

CEO, Workhuman

Source: “2024’s Key Opportunities: AI, Flexibility, Wellbeing & Personalization,” Forbes, 2024

No matter how your workplace arrangements evolve, Social Recognition can support your culture. Christine Grant, a staff compensation analyst at GoTo, shared her experience using the Workhuman recognition platform to enhance transparency, foster engagement, and promote GoTo's values during a turbulent time of change.

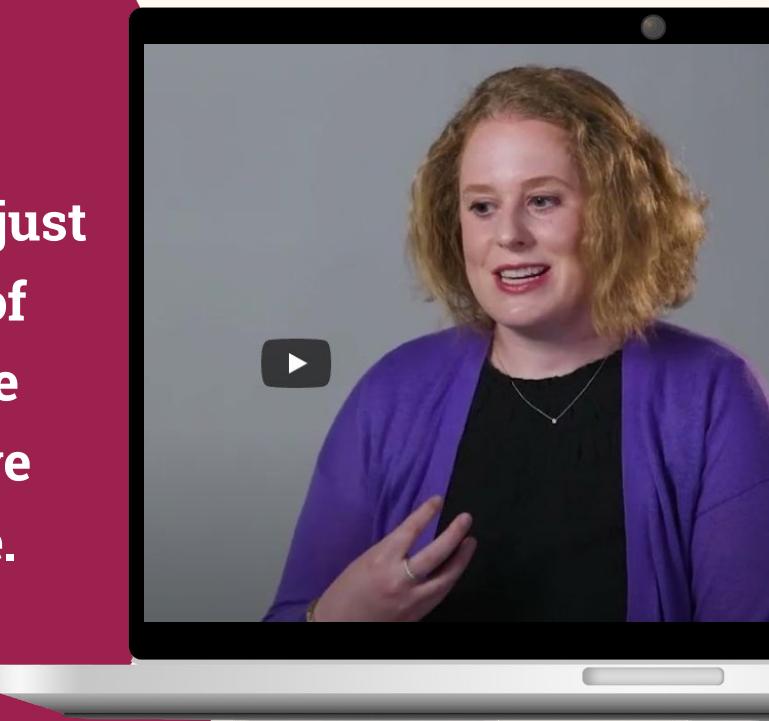
Listen to Christine and more of our customers discuss their experience building culture with Social Recognition in a remote, dispersed, or global workforce in the video below:

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It provides those real-time recognition moments that just allow us to create a sense of culture that I'm not sure we thought we'd be able to have when we went fully remote.

CHRISTINE GRANT
Staff Compensation Analyst, GoTo

Source: "How Recognition Scales Culture Globally at GoTo," Workhuman, 2023



Features that support flexibility

Workhuman has been global since 1999. From day one, we've innovated diligently to address the needs of our customers' employees everywhere. So, what does that innovation look like when it comes to supporting workplace flexibility? We like to think of it as: anywhere, anytime, and on the go.

For program managers

Admin hub – check your program health anytime.

This centralized location provides enhanced oversight and controls for administrative tasks. Think award management, delegation capabilities, and recognition data – all in one spot.

Custom programs for a custom experience. Build distinct and separate programs, allowing leaders to emphasize different goals for different workers. You have limitless adaptability to use the same platform to support new initiatives as they arise.

Leave no employee behind, no matter where they work.

Run your recognition program seamlessly and equitably, all over the world, with Workhuman's global capabilities. Our product is translated into 30+ languages and we operate in 180+ countries.

Customer Central – resources on demand. From customizable communications and program design best practices, access hundreds of customer-only resources to help you build, launch, sustain, and continuously enhance your recognition program.

For your employees

Rewards anywhere you work, anywhere you play. Our \$1B global store has merchandise available in more than 60 countries and gift cards available in more than 130. Cha-ching!

24/7 human customer support. Got someone on the night shift with a burning recognition question? No problem. We take all calls live in 7 seconds or less.

Mobile app – take recognition anywhere. Recognize, approve awards, redeem, and more, on the go, from anywhere – all with the Workhuman mobile app.

Integrations – we work where you work. Our integrations bring recognition to wherever workers are, integrating with critical workplace applications like Microsoft Teams, Outlook, Slack, Workday, and more.

Looking for an example of how these product features build culture in the real world? Sara LaBelle, culture programs manager at R1, shared her experience integrating her Workhuman recognition program with Workday and Microsoft Teams for 28,000+ employees across the U.S., India, and the Philippines.

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The Workday integration has made my life as an administrator so much easier – making sure that our data is updated regularly to reflect any new employee changes, so that what you're seeing you know is accurate in the system.

SARA LABELLE
Culture Programs Manager, R1

Our customers are proud to showcase how they adapt and evolve their recognition program to support the changing needs of their organization and the flexibility of their workforce.

Hear more about what innovation with Workhuman can look like in [this video](#).



Now's the time to support your employees with recognition as they adjust to changing RTO or WFH policies. [Contact us today](#).

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Or read more on our blog: workhuman.com/blog

Join HR's leading innovators and trailblazers at our next Workhuman Live conference.

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