



Harnessing Employee Engagement to Drive Positive Outcomes

pluxee



inspirus

Theresa Harkins-Schulz, SVP Customer Experience & Product

Theresa is a **strategic and passionate** leader of people. She was an early innovator in the deployment of **global enterprise employee recognition** strategies to impact business objectives. She has exceptional facilitation skills, a knack for simplifying complex problems and a drive to inspire others. Under her **visionary leadership**, Theresa leads the **customer experience team** at Inspirus and shares real life examples and **best practices** to help Inspirus clients **create more inspired work cultures**.



Current worldwide employee engagement levels:

Engaged Employees

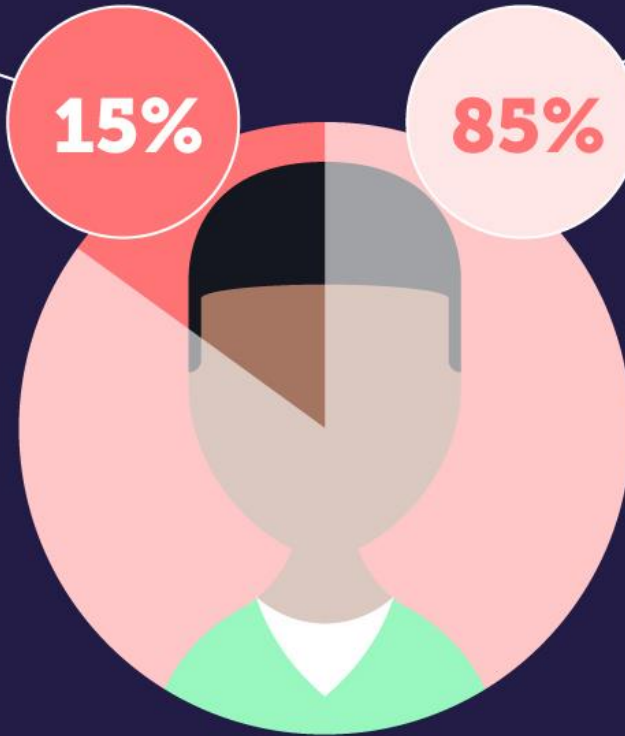
These employees are passionate about their job and feel a connection to the organization they work in. They are innovative and drive the company forward.

15%

85%

Disengaged Employees

These employees do the bare minimum, without emotion or spirit. They make up the numb majority and can actively undermine others.



Employee Engagement Drivers



Recognition Driven Results

Recognition fosters a sense of belonging



When people feel like they belong, they are

3.5x

more likely to contribute.

Recognition motivates and increases productivity and engagement



42%

of employees rank **recognition as highly important**; recognition motivates performance.

Recognition helps improve employee retention



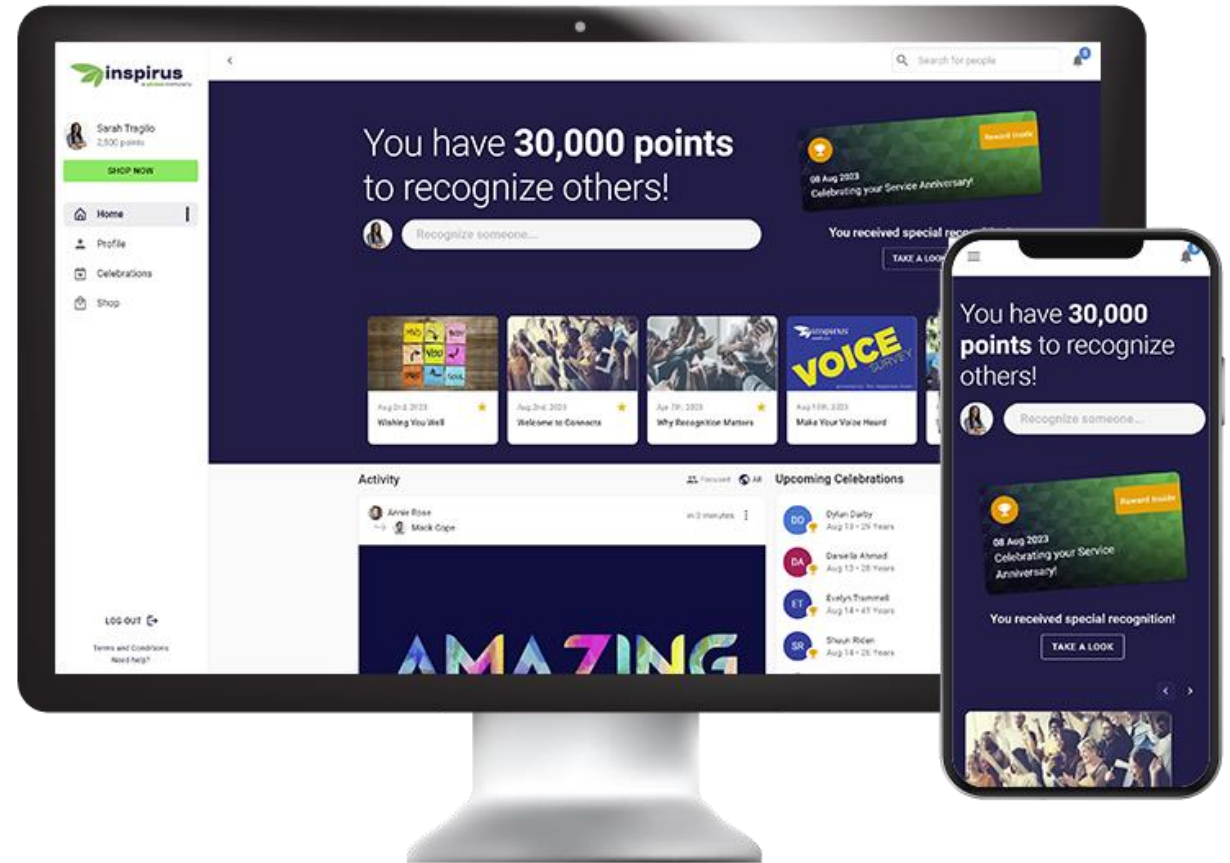
In organizations with healthy workplace practices,

91%

said their employers valued recognition.

Companies with great employee experience outperform the S&P 500 by **122%**

Inspirus Connects
+boost morale
+improves emp satisfaction
+ elevates cultures
by celebrating,
recognizing, connecting
and rewarding
your employees.



Recognition acknowledges contributions and fulfills sense of purpose



Service Anniversaries

Honoring employees for their annual contributions to your organization makes them feel valued and that their purpose is aligned to the company mission.

Peer-to-peer Recognition

Recognition from peers is often more powerful and meaningful than from a direct manager or leadership.

Values-based Recognition

Recognize employees who live the company values — they set an example for all employees! (And, what gets rewarded, gets repeated.)

Birthdays and Life Occasions

Recognize all the moments that matter shows employees you care about their well-being, and their whole being.

Communication keeps employees connected and feeling valued



Spotlights

Regularly communicating news and initiatives keeps employees informed and connected, to each other and the company.

Shortcuts

Live links to important communications that live across an organizations' broader network, means everything is accessible from one convenient place.

Employee Feedback Surveys

"Always on" anonymous pulse surveys, and more specific surveys on culture, mission, values and more, gathers employee sentiment and insights to help drive strategy.

Integrates with Teams

Allows organizations to broaden the reach of their recognition activity by communicating Connects activity via Teams.

**Community
creates a sense of
belonging and
reinforces
inclusion**



Inclusive Platform

Creates an inclusive community where employees can actively communicate with each other, anytime/anywhere

Personalized Activity Feed

Toggle between seeing activity from ALL employees and just a 'focused' group of peers that users curate to follow

Like and Comment

Employees can participate in all recognition moments, with familiar likes, comments and even emojis

Upcoming Celebrations

Keeps employees informed of upcoming festivities so they can share in the celebration

What makes a reward meaningful?



Brand Names

They Trust

Choice

Meaningful to them

Value

Meaningful to them

Tracey Jenkins

SVP, Human Resources

Tracey is a **results-oriented global talent leader** with more than three decades of experience in the field. She is an expert in **cultivating and creating organizations** capable of **attracting, selecting, retaining, and developing top-tier talent**. She has an outstanding track record of managing **diverse and multicultural teams**, and collaborating as a focused unit to help organizations **achieve their strategic objectives**. She specializes in executive coaching, **change management and human resources management**. Tracey always looks to bring forth internal learning opportunities to **support career growth** by providing the latest and most **innovative programs to Sodexo Live! teams**.



**We Are
Experience
Makers.**

*sodexo
live!*



Hero visual



We're experience makers.

**And go-getters, fanatic foodies,
and community pillars.**

Our experiences are unique, and so are our people. Bring personality, your background and your desire for delighting others. In return we'll give you all you need to thrive.

And we're hiring!

Be part of something **greater.** *live!* sodexo*

What Do We Want Our People To Join Us For?



Belong

The Best at
Taking Care of
our Employees

Teamwork /
Feels like family

Act

DE&I is a
Performance
Driver for All

Diverse teams /
Inclusive culture

Thrive

Career &
Learning
Opportunities
Everywhere

Internal promotions /
Professional growth

Be Live

The Most
Memorable
Venues &
Events

Create once in a
lifetime memories

Formalizing recognition strengthens employee engagement and reinforces core values

79%

Employee Recognized

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AI Admin Inspirus

Home |

Profile

Celebrations

MANAGE

Dashboard

Reports

Content

Users

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Recognize others for hard work.

Recognize someone...

Save The Date!
06 Sep 2023
Days of Organization-3
Monday, May 8
Monday, July 10

You received special recognition!
[TAKE A LOOK](#)

- Oct 2nd, 2023
Benefits Open Enrollment - ...
- Sep 12th, 2023
FY24 Organizational Update
- Aug 11th, 2023
ASPIRE FY23 Year End...
- Jul 6th, 2023
Diversity, Equity & Inclusion
- May 9th, 2023
Sodexo Listed by Forbes a...

Activity Focused All

Deanna Hrycak Banks
Jessica Rakosky
12 hours ago

Keep it up!
Celebrate Life Occasions
1 0 comments

Upcoming Celebrations






- SB Shaun Britten
Oct 13 - 8 Years
- AP Amanda Potter
Oct 13 - 2 Years
- RS Ricky Stewart
Oct 13 - Birthday
- BR Bobby Ramirez
Oct 13 - Birthday
- TA Todd Andrews
Oct 14 - 15 Years

[VIEW MORE](#)






Shortcuts

At-a-Glance Dashboards

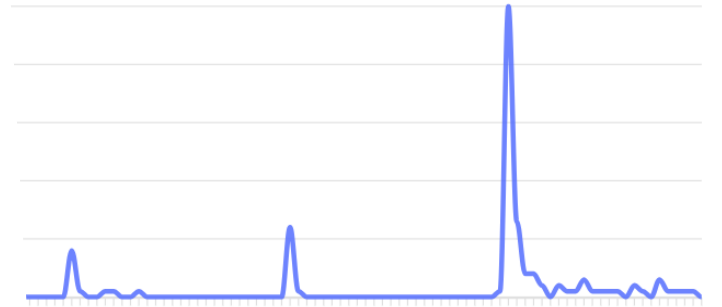
Top Receivers

 Jerry Infantino	14
 Jon Wanland	13
 Sharon Allen	12
 Virginia Elkins	12
 Julissa Perez	12

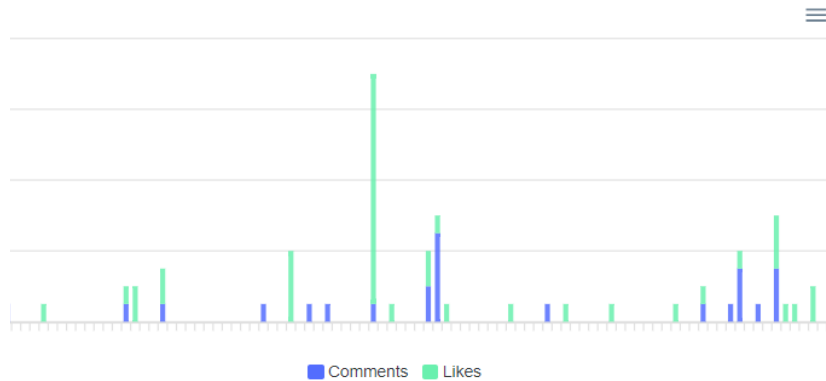
Top Senders

 Susan Fink	26
 Justin Kizima	25
 Yogi Stephens	25
 Thanh Nguyen	22
 Katie Randall	17

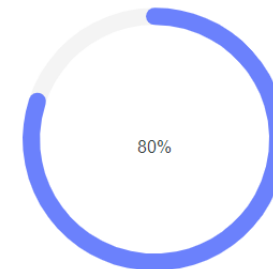
Activity



Comments and Likes



Employees Recognized



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eBook and Q4 Trends Report**

Theresa Harkins-Schulz

Inspirus

theresa.harkins-schulz@sodexo.com

M: 817.944.4339



Thank you!

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