

Case Study



- Industry: Computer Software
- Size: 201-500
- Location: HQ in UT

CHALLENGES

- **Creating Cohesive Culture:** With remote employees scattered across the country, XANT needed a way to drive collaboration and unity.
- **Operationalizing Core Values:** Being a value-based company, XANT wanted to constantly promote behaviors that were anchored in core values.
- **Rewards/Incentives:** XANT needed a centralized system for managers and employees to give out rewards for things like spot bonuses, achievements, birthdays & work anniversaries
- **Managing Swag:** After doing a full rebrand, XANT's leadership team wanted a hands-off way to create and manage high-quality swag that could be easily delivered to employees and stakeholders across the country.

APPROACH

- Enable real-time, 360 recognition across the organization to increase connection between departments and locations.
- Tailor the Nectar platform to include company & department-specific awards for managers to give out.
- Completely automate Birthday & Years of Service awards
- Create an on-demand swag store through Nectar allowing them to use swag as an employee incentive option AND remove the administrative burden of storing and shipping to remote workers.

RESULTS

- ▶ **96%** engagement with the Nectar platform across the company after rollout
- ▶ **Over 2,100** employee recognition actions in three months

"Nectar makes it easy to boost morale and give praise for the day-to-day positive actions that sometimes go unrecognized."

– Sadie Fuller, HR Business Partner



A recognition-rich culture + streamlined processes

By enlisting Nectar, XANT was able to check the box on multiple cultural initiatives including a 360 recognition & rewards program, operationalizing core values and efficiently managing company swag. On top of that, XANT is capturing real-time insights that the HR team relays to Management regarding the overall health of the culture and state of collaboration between individuals and teams.

"Nectar is helping us to create a culture of sharing, collaboration and recognition. I'm seeing proof that it's not the size of the reward that matters, but that recognition is simply happening."

– Rob S, VP of Revenue Operations

"Before Nectar I had to go through a lengthy process to get budget approved and funds released, just to go buy something tangible to have on hand to give out to the team. Nectar has allowed me to simplify that process."

– Scott M, Director of Sales