

PropLogix Achieves Near Perfect Employee Recognition Score Using Nectar Platform

PropLogix had always been a company with a tight-knit culture, but in 2020, some new challenges arose. With the shift to hybrid work arrangements, some pillars of their culture (especially recognition) became difficult or impossible to continue in the same ways. In their search for solutions to maintain a culture of recognition, PropLogix began to look into Nectar.

LOCATION	INDUSTRY	COMPANY SIZE
Sarasota, FL	Real Estate	200-300

Rather than just doing the occasional milestone celebrations, recognition is now an all day, every day thing. People don't have to wait for a special day, they can do it whenever it occurs to them.



Jennifer Niccolai
Director of People and Culture

CHALLENGES

01

Lack of Connection

People weren't connecting as much in a hybrid work setting

02

Time Consuming

The old recognition system was too time consuming

03

Lack of Analytics

No way to track who was being recognized, or how often

04

Limited Rewards

Limited reward options for employees

SOLUTIONS

Daily Recognition

Connect the company culture through daily recognition in the Nectar social feed.

Simplify Rewards

Simplify awards/rewards through Nectar's automated milestones and rewards catalog.

Analytics

Track analytics of shoutouts happening between employees and departments to ensure high frequency and participation.

Flexible Redemptions

Allow employees to use Nectar points to redeem for gift cards, custom rewards, and the Amazon integration.

15%

INCREASE IN ENGAGEMENT SCORE

Went from an 83% recognition score on employee survey to **98% after implementing Nectar.**

"Recognition was the highest scored question in the company engagement survey. Better than 'I feel like my manager cares about me'. Better than 'I feel like that I know what my job responsibilities are'. Out of all of them, feeling recognized was by far the highest ranked."

2 hrs

TIME SAVED PER WEEK

"I mean, we save around two hours per week of somebody's time to manually manage recognition."

I credit Nectar with keeping our engagement from taking a huge hit during challenges that the business has faced. Like many companies, we went through a huge cost saving exercise over the last 6 months. I was going back to every software that we have, and we were trying to renegotiate rates and cancel contracts. But I will tell you it was NEVER an option for leadership to consider canceling or changing the Nectar contract. It's too important to who we are.



Jennifer Niccolai
Director of People and Culture @ PropLogix