

Reward & Recognition Our Story



Introductions

Chris Last – Commercial and Strategy Director



- I live in Cardiff with my wife, two girls and our Dachshund, Theo
- I'm an Arsenal fan, a big rugby fan and love skiing
- I spend most of my spare time chasing after my two girls aged 6 and 2 years old



Vivup

- Leading employee benefits provider
- Our wellbeing solution has enabled our rapid growth, employee retention and talent acquisition
- Significant growth: 17 to 110 employees in three years
- Core values: Focused, Supportive, Innovative, Fast Paced and Passionate
- We practice what we preach, and it works!
- UK Employer of the Year 2022

Currently partnering with over

550+



public and private
sector organisations

Supporting more than

1.5 million



employees

UK Employer of
the Year 2022

THE INVESTORS IN PEOPLE
AWARDS
2022
WINNER

Icebreaker

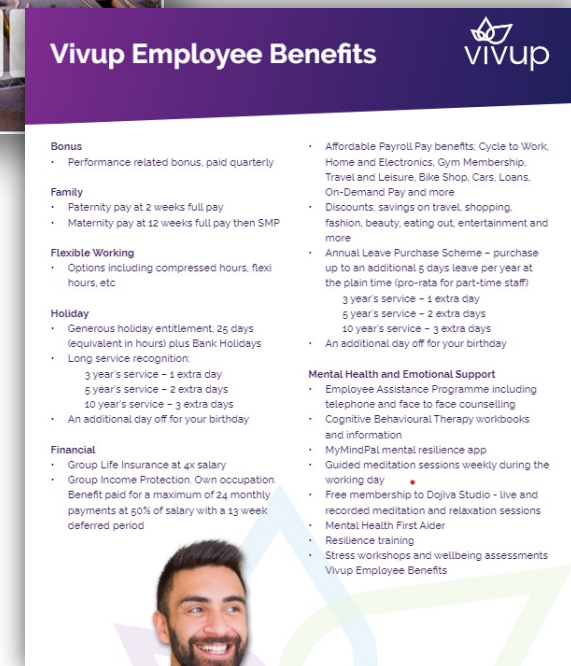
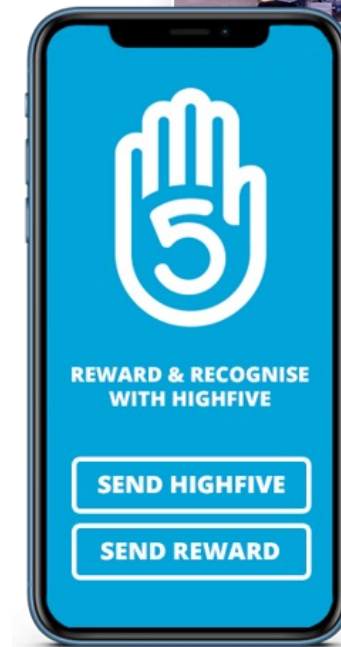
Two Truths – One Lie

1. I have two different eye colours
2. I met the Pope
3. Love horse riding

Which one is the Lie? Leave your answer in the chat....

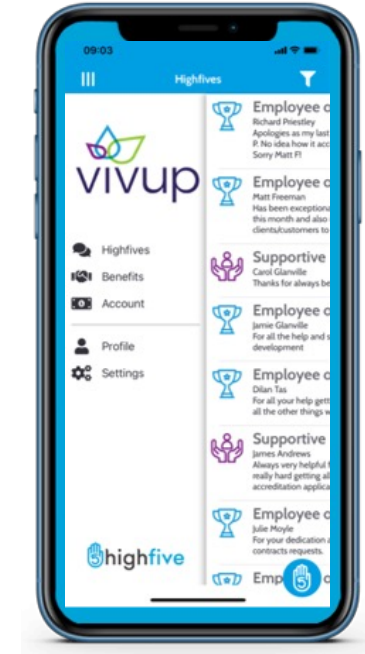
How we recognise and reward

- Vivup highfive app
- Spring, Summer and Winter Socials
- Annual Awards
- Comprehensive Employee Benefits
- Flexible Working
- Salary Benchmarking
- Rewards and Progression Framework



How we developed our approach

- Covid-19 dramatically altered our business
- Now fully remote company
- Reassessed how we recognised and rewarded our people
- Vivup highfive app was key - as was listening to employee feedback
- We needed to increase employee engagement due to being remote
- Vivup highfive gave us access to instant peer to peer recognition – simple 'thank you' moments
- Reassessed our wider reward offering to provide an attractive, all encompassing benefits solution



The impact on our people - highlights



- Positive employees responses up from 82% to 87%
- During our Investors in People accreditation, it was noted that employees loved the recognition awarded to them - they felt valued and rewarded
- 5915 highfives to each other this year
- Our business continues to meet and exceed our targets and our employee numbers have grown from 60 in 2021 to 110 2022



Our top tips

- **Detail is vital**
- **Keep it simple** – win hearts and minds right across the business
- **Celebrate** – the small wins, the little victories
- **Review** – DO NOT BE AFRAID TO CHANGE OR ADAPT THE STRATEGY
- **Communications**
- **Data** – is so important
- **Buy in from all levels**



Two truths – one lie



Questions and answers

Thank you for your time today!

Merry Christmas from the Vivup Team

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