

GLOBAL RECOGNITION INSIGHT 1:

# Choose The Right Partner

When it comes to designing and implementing an effective global solution, finding the right recognition partner is key. But what should you ensure your recognition partner delivers? A recognition partner's ability to combine the right design, technologies, tools, awards, and sustaining strategies—all with a global mindset—is critical to the success of your global solution. This checklist will guide you through requirements that should be considered.

- Do they conduct and share research on global recognition best practices?
- Can they help you create a global recognition strategy, not just a U.S. program rolled out to other countries?
- Does the company offer a variety of culturally relevant global award offerings, such as locally sourced and fulfilled gift cards and vouchers, experiential awards, merchandise, symbolic awards, presentation pieces, charity awards, and more?
- Does the company have a smart technology platform that can support the needs of your diverse global workforce and integrate systems across the globe?
- Do they have the ability to help you recognize employees who do not have access to online tools/systems?
- Can they provide guidance and best practices on how much your organization should budget for recognition based on the local economies?
- Do their invoices include the appropriate local taxes?
- Does the company have the reporting capabilities needed to manage a global solution? Is this reporting automated? Is it multilingual?
- Can the company communicate to your employees in their native language? If yes, is the entire recipient experience in the native language, or are only a few areas translated?
- What local or regional support do they provide for your employees, managers and program administrators located around the globe? From where do they answer your recipient calls and emails? Is it in their time zone? Is service provided in their own language?
- Do they have the ability to measure the impact of your recognition strategies?
- Do they have the financial stability to expand their solutions as your organization grows and develops into new markets?

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