

Rippl Platform Overview

Award-winning, streamlined engagement
that unlocks your people power.



RECOGNITION



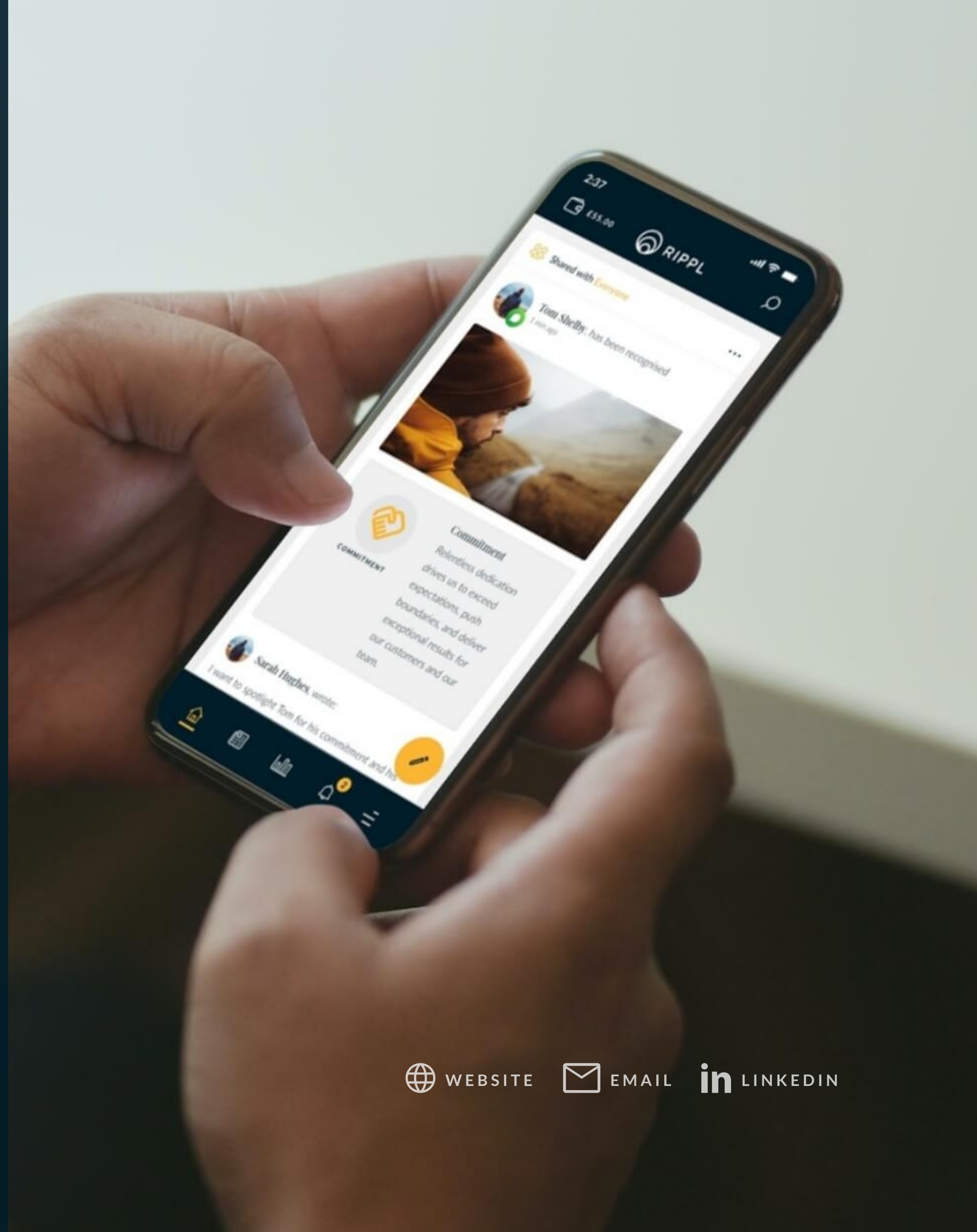
REWARD



BENEFITS



INCENTIVES



 WEBSITE

 EMAIL

 LINKEDIN

HELLO

Wondering how to elevate your engagement strategy? Looking for the latest HR software to maximise your people potential? Or just curious to find out more about Rippl?

You've come to the right place. Here, you can explore all corners of Rippl's platform and how we redefine the People experience.

Because why be average when you can be more?

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HR's 3 most significant expenses.

What's troubling HR? Let's explore the three key elements are creating the perfect storm in the modern workplace.

1

Dissatisfaction.

32%

Employee happiness has plummeted by **32%** over the last three years, reaching even lower levels than during the pandemic, causing alarm among management.

What's the impact?

This has sparked anticipation of a new global workforce phenomenon, the 'Great Gloom' – bringing with it expensive consequences. Latest data from PwC predicts **23%** of employees will leave their role in the next 12 months due to dissatisfaction with their business.

Plus, Gallup predicts unhappy teams are costing the global economy upwards of **\$8.8 trillion**. This has pushed employee satisfaction to the top of HR's agenda as a commercial priority.

2

Disengagement.

59%

59% of employees are 'quiet quitting', or are no longer engaged at work, in addition to 18% of those who are 'loud quitting', or defined as being actively disengaged.

What's the impact?

This widespread global dissatisfaction is having a profound and lasting impact on workforce engagement, productivity and overall employee wellbeing.

The financial implications of this trend are becoming increasingly severe for HR teams and the organisation as a whole. According to Gallup, disengaged individuals cost their employer a staggering **18% of their annual salary** in lost productivity, resulting in an overall **17% drop in the profitability** of the business, thereby exacerbating existing any challenges.

3

Employee Turnover.

51%

Worryingly, the latest Gallup data shows that over half (**51%**) of workers across the globe are now actively seeking a new role, indicating a significant shift in the job market.

What's the impact?

Lost talent is HR's steepest and most painful consequence of disengagement, a dilemma faced by many organisations in today's challenging and competitive climate. Losing just one employee incurs an **average cost to the business of £30,614**, not to mention the intangible costs like loss of expertise and team morale.

In addition, this situation incurs a significant cost in productivity and operational efficiency. Even if a role can be quickly backfilled, it takes on average 28 weeks for new employees to reach the 'Optimum Productivity Level', thereby placing business output on the backfoot and hindering overall performance.

Restoring the connection.

Employee engagement faces its most challenging climate. To rebuild connection across disengaged and dispersed teams, traditional strategies need to be modernised.

The workplace has changed. Employees now seek more, and businesses need to keep up. And those overlooking this risk the painful and expensive consequences of an unproductive, leaking talent bucket.



What's missing?

Now more than ever, HR teams need to prioritise a strategy that truly values their people, so they feel motivated to unleash their potential and holistically supported to be their best. Here, we explore how Rippl streamlines recognition, reward, benefits and incentives to create your people's happy place. First, let's look at the value Rippl can create.

An effective recognition & reward culture is HR's magic thread to:

82%

82% of employees being happier.

4X

Four times more likely to be engaged.

5X

Employees being five times more likely to envisage a future career within the organisation and 70% more likely to remain in role.

41%

A 41% boost in retention and 34% increase in productivity.

78%

78% of employees feeling happier.

Why be average when you can be more?

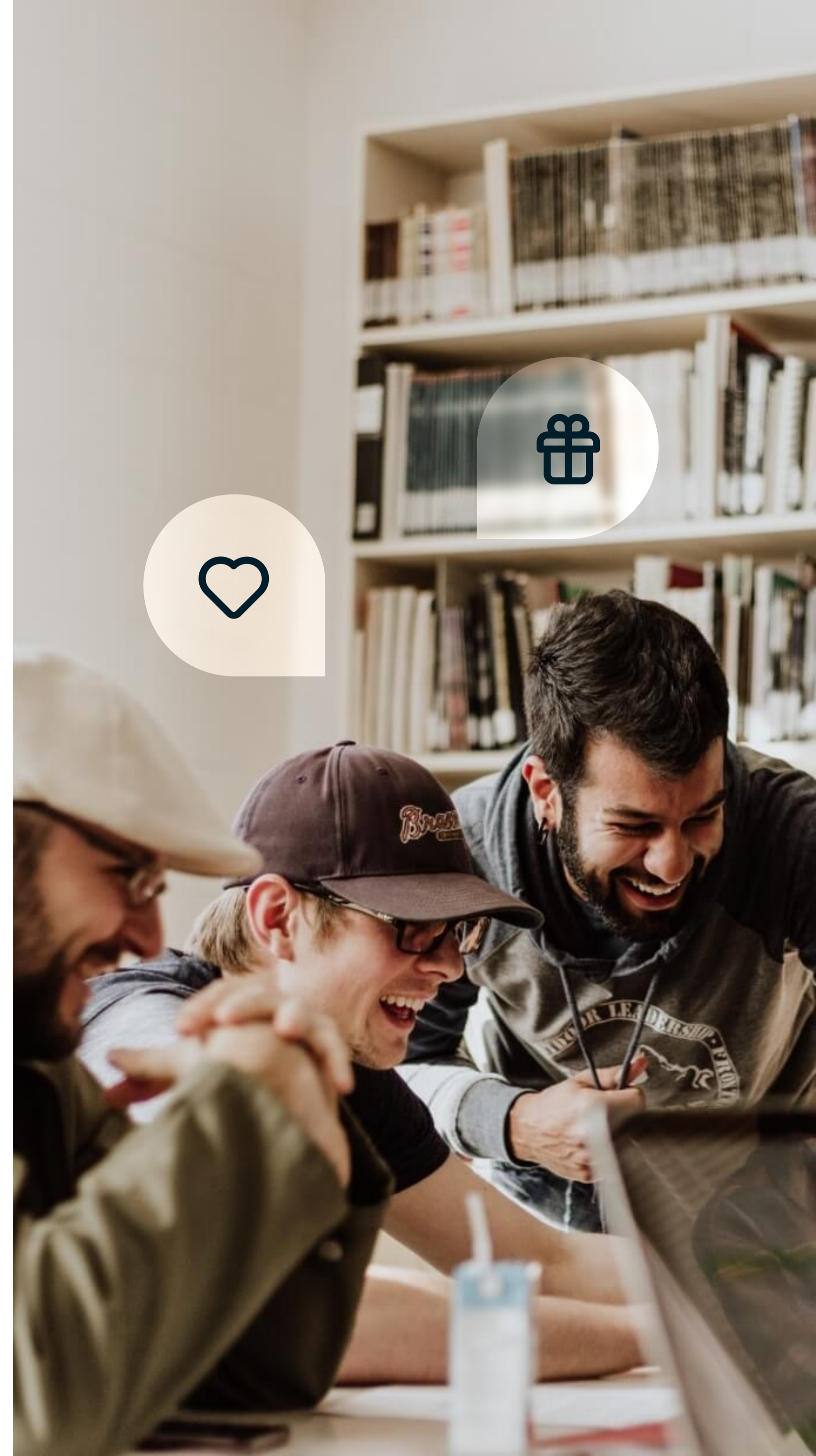
We're not your average engagement software. Rippl was born with a mission of creating happier, more motivated, more productive employees worldwide. We are the leading platform for organisations that want to connect, recognise and motivate their deskless or disconnected teams.

With over 20 years' experience in developing software with a difference, Rippl is the only technology that uniquely streamlines employee recognition, reward, benefits and incentives under one roof. We support brands such as BP, Asda, Volvo and Birmingham Airport to revolutionise their engagement strategy and empower global teams to unleash their potential.

Through delivering an exceptional customer experience, Rippl enables organisations to maximise and retain the brilliant people behind their brand. Rippl reimagines employee engagement to give you more.

In 2022, Rippl...

- ✔ Engaged over **250,000** employees across the globe.
- ✔ Delivered over **117,000** recognitions.
- ✔ Celebrated over **80,250** service milestones.
- ✔ Won '**Employee Benefits Provider of the Year**' in the British HR Awards.
- ✔ Championed a **70%** average employee registration rate.
- ✔ Received a **9.0/10** satisfaction score from our customers.



Empowering HR teams to achieve more.



Widen your recognition reach.

Leverage Rippl's public timeline to magnify every act of appreciation, fostering a culture of recognition and engagement across the organisation.



Streamline HR admin.

Increase your team's efficiency by automating milestone recognitions and reducing manual administrative tasks, enabling a fluid recognition process.



Support your employees.

Offer practical everyday support through immediate retail discounts on regular expenses and special treats, making employee benefits more impactful.



Embed values & behaviours.

Encourage the adoption of company values by embedding them into everyday interactions, enhancing cultural cohesion and promoting positive behaviours.



Boost your EVP.

Improve staff retention by increasing awareness and accessibility of the company's EVP, reinforcing the value your organisation brings to its employees.



Unify the employee experience.

Simplify and unify the employee journey by merging recognition, rewards, benefits, feedback, and communication into one user-friendly platform.

What makes Rippl different?



Streamlined.

The only platform to combine recognition, reward, benefits and incentives, with no hidden fees or reward mark-ups.



Accessible.

Available via desktop and mobile app anywhere in the world, in multiple languages and currencies aligned to set budgets.



Award-winning.

Most recently recognised as the Employee Benefits Provider of the Year at the British HR Awards.



Automated.

Agile in automating manual processes and traditional spreadsheets, built with user experience at its core to engage and delight employees.



Flexible.

An off-the-shelf solution with customisable features to meet the unique needs of your business.



Human.

Quickly deployed and enriched from start to finish by dedicated experts who understand real engagement.

Revolutionising employee engagement for leading brands.

ASDA



Charlie Bigham's

BETFRED



Mercedes-Benz

V O L V O

JLR

HONDA
The Power of Dreams

**Emma
Bridgewater**

Bristol  Airport

**SALUTEM CARE
& EDUCATION**
A Salutem Company • We are Humankind



mira
SHOWERS



P&O 
FERRIES

FSb 

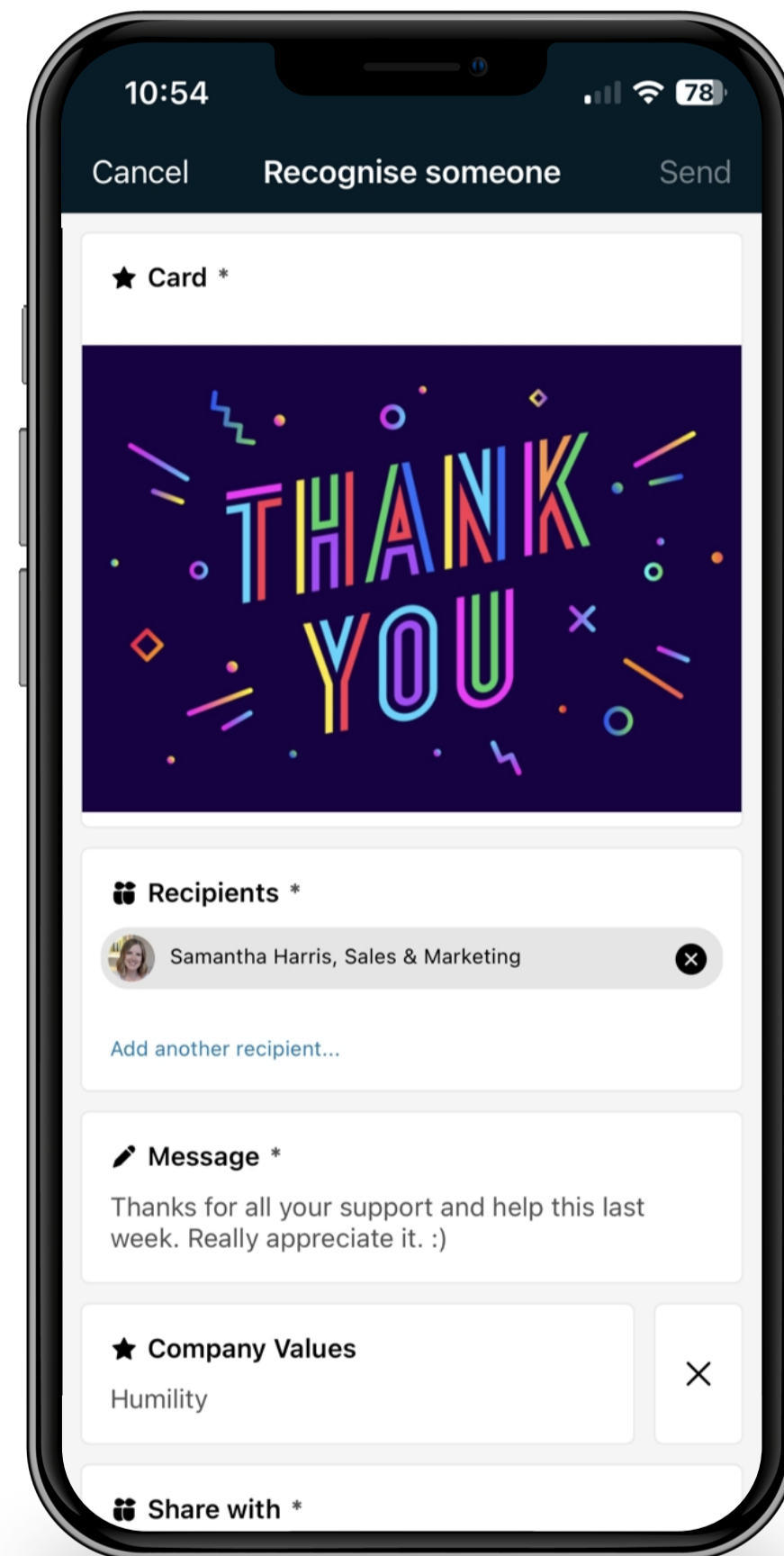
DEXORY


Computacenter

 **Birmingham
Airport**

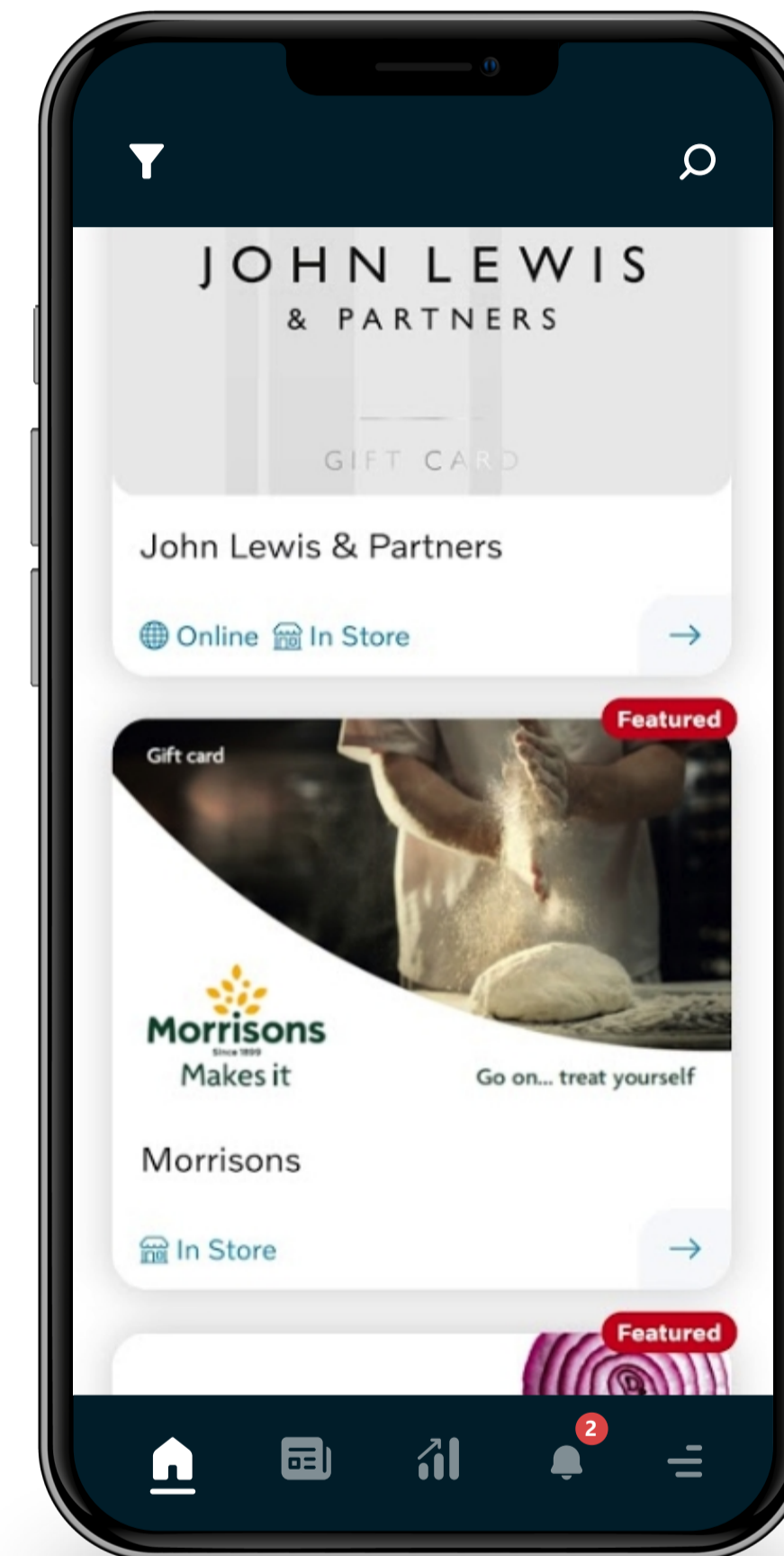
Magnet
Better. By design

Rippl features



Recognition.

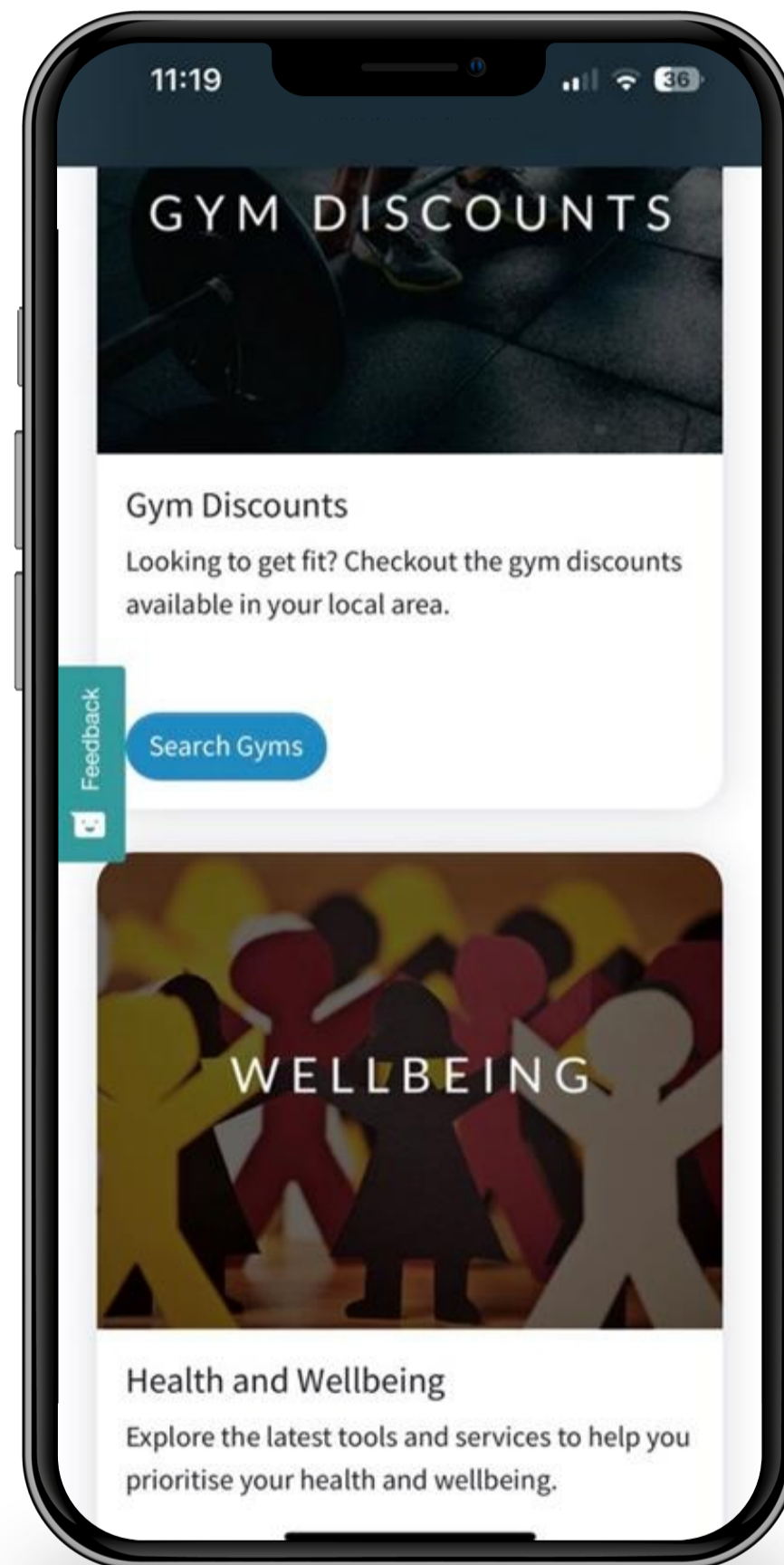
Instant peer-to-peer recognitions, nominations and awards to celebrate individual and team triumphs, big and small, in a centralised social timeline.



Reward.

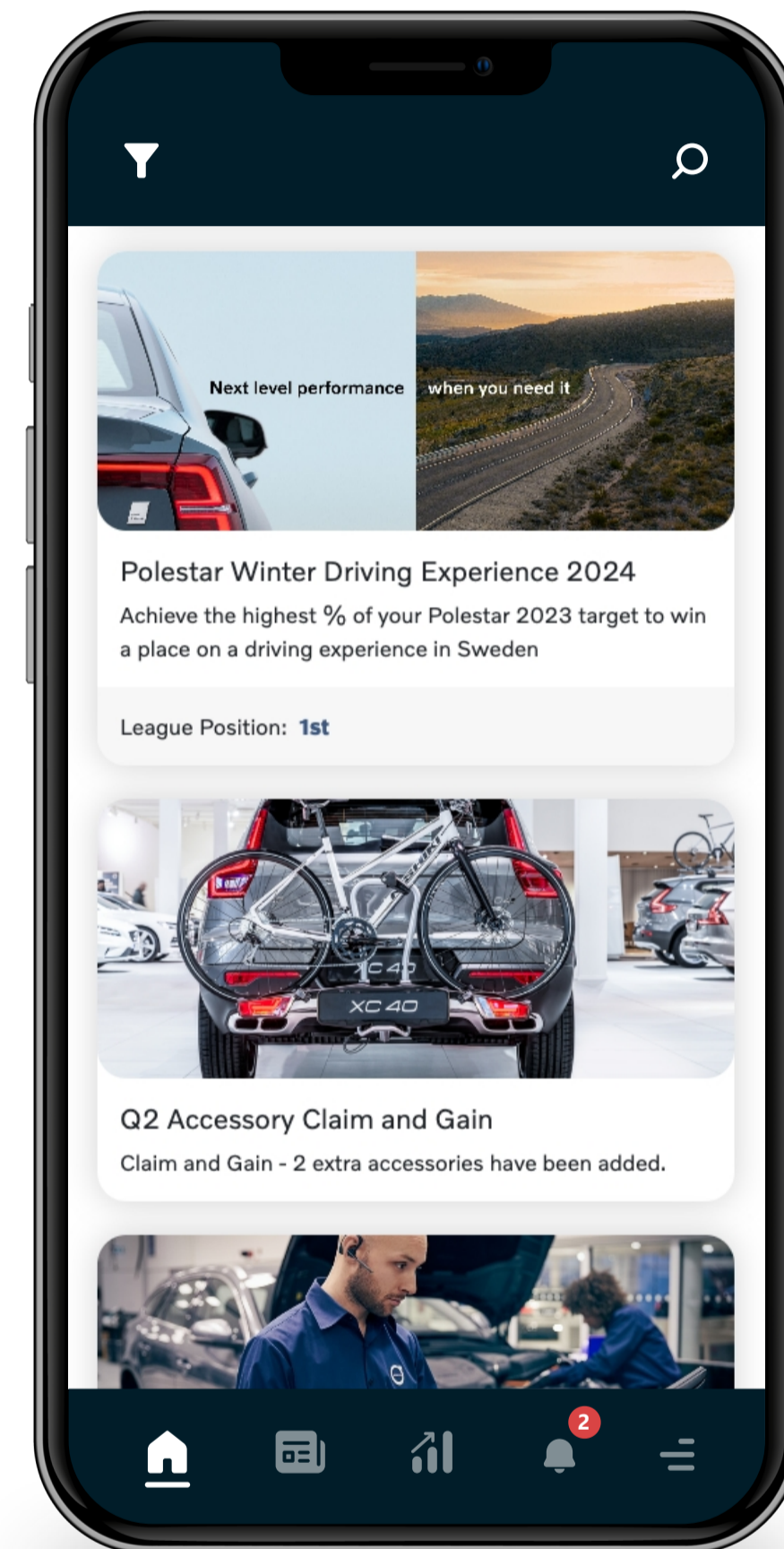
In-platform wallet points and digital gift cards to take personalised recognition to the next level.

Rippl features



Benefits.

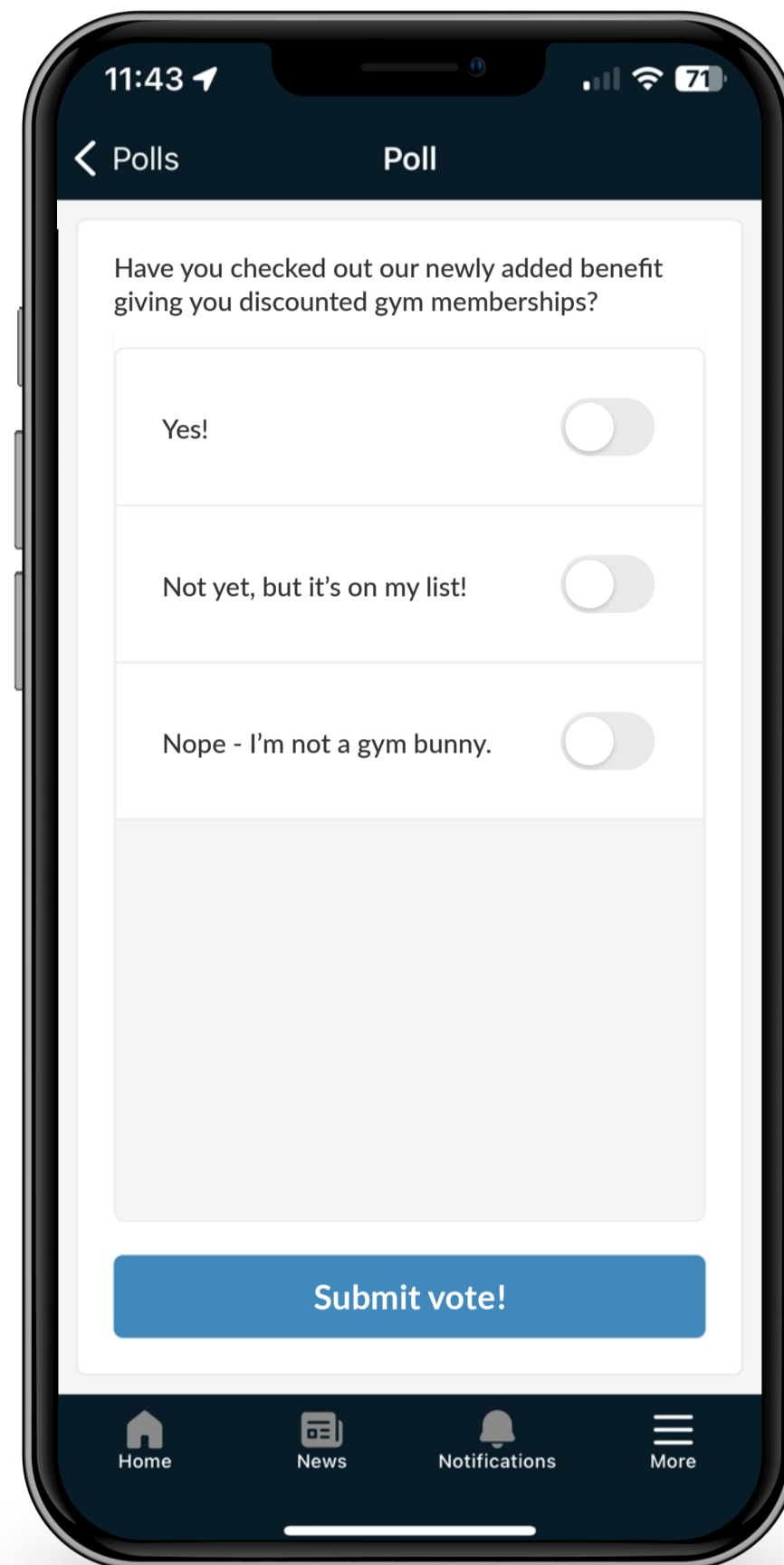
A dedicated benefits hub showcasing your existing offer or tailored from Rippl's extensive catalogue, accessible around the clock wherever your people are.



Incentives.

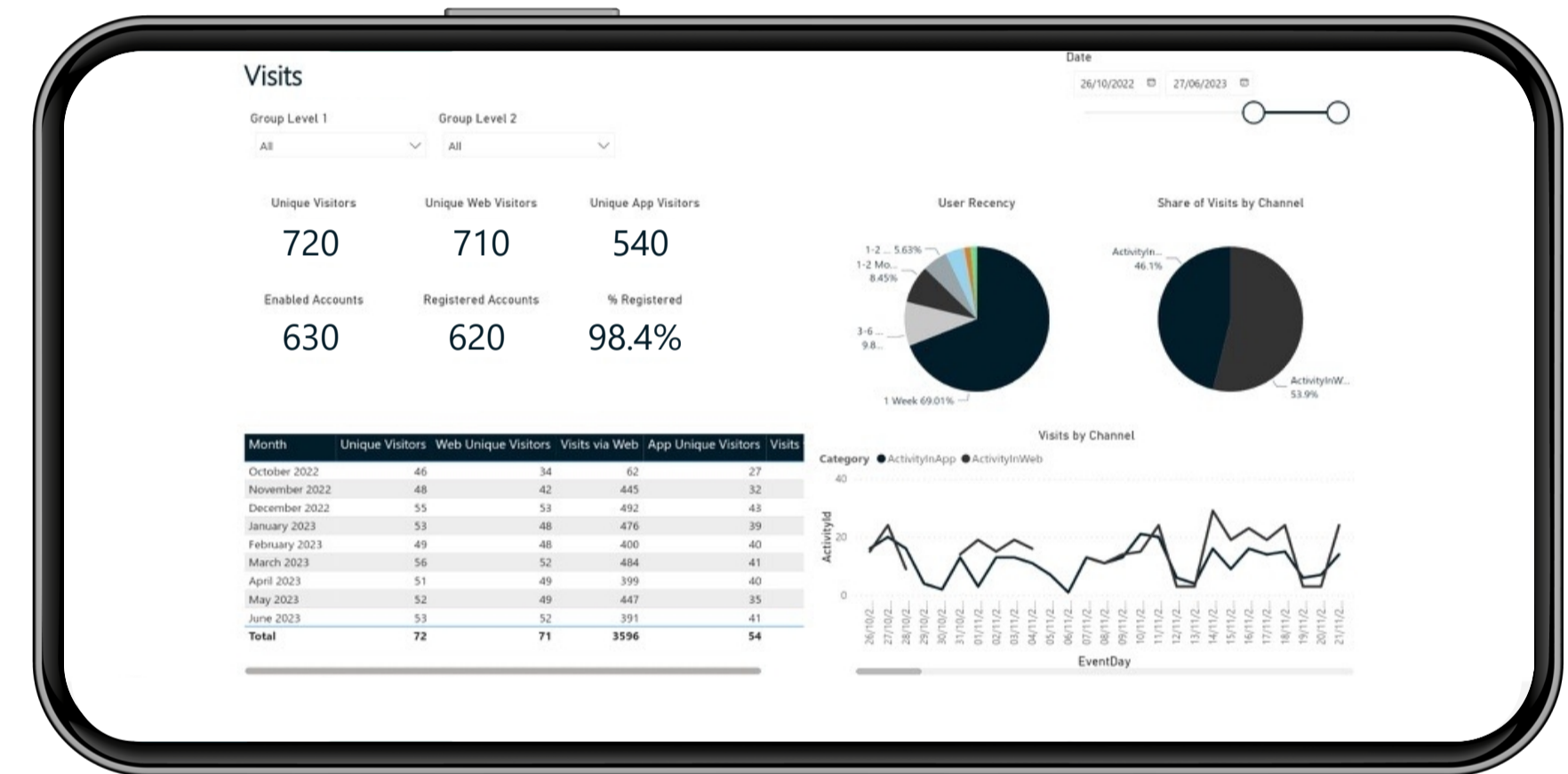
Configurable incentives targeted to individuals or groups, with instant reward for top performers.

Rippl features



Feedback & Surveys.

Regular feedback loops via in-platform surveys, polls and idea submission forms.



Reporting.

Live data dashboard to track and optimise programme performance, supported by a dedicated Customer Success Manager.

Tech taken seriously.

We know great HR software isn't just about the employee experience, it's also about what goes on behind the scenes. That's why Rippl's technical standard is regularly assessed to ensure our customer data and platform infrastructure is always safe and secure.



Built for security:

- ✓ ISO 27001 and Cyber Essentials Plus certified for robust data security.
- ✓ Meets GDPR and Data Protection requirements.
- ✓ Cloud-hosted in UK-based data centres.
- ✓ Encrypts data at rest and in transit using industry-standard methods.
- ✓ Developed entirely in-house by our UK-based team.

Access made simple:

- ✓ Seamless single sign-on for simple and secure user access.
- ✓ Intuitive mobile app and web access for your entire workforce.
- ✓ UK-based support team for personalised assistance.

Strategic Partnerships:

- ✓ Microsoft Gold Partner with Azure cloud hosting.
- ✓ Flexible integrations with HR systems.
- ✓ Options for UK or worldwide Microsoft Azure data centres.



“

Working with the team at Rippl has been incredibly rewarding for everyone involved. We were supported throughout our journey through regular communication from the Rippl team and a dedicated account manager. Through the Rippl platform, we were able to put our vision for our people into action and significantly increase recognition and engagement amongst our team. Peer-to-peer recognition, and visibility of it, has significantly increased, whilst our managers continue to recognise people who demonstrate our values. We look forward to continuing our partnership and getting even more people on the platform!”

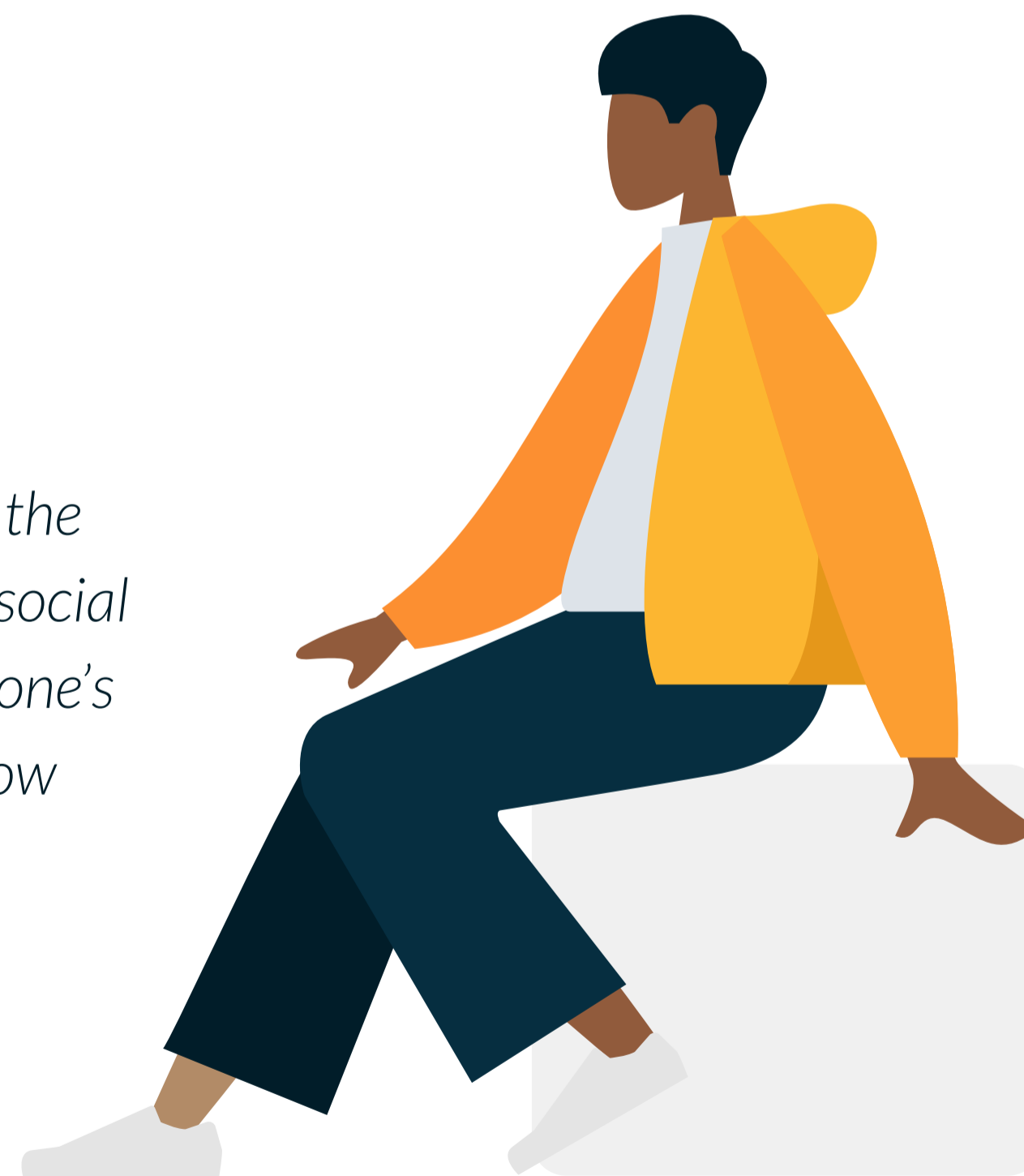
Charlie Bighams - Mary Louca, People Business Partner

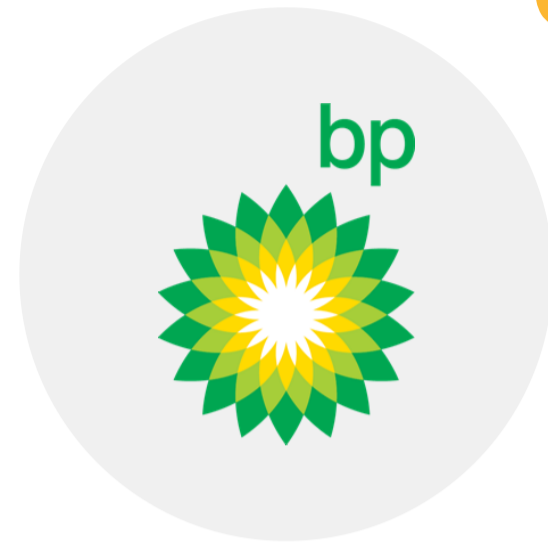


“

During our 'Heroes' virtual award ceremony, in which we celebrated the stand-out stars of the network, winners were chosen from the Rippl social timeline. Van Stars gave me, and the judges at HQ, visibility of everyone's outstanding work and attitude. Without it, I'd have had no idea of how many wonderful things were happening out there, every day.

Volvo - Chris Francis, Sales and Incentives Manager





“

Rippl provides us with an easy to get to grips with, pre-built tool that instantly has given us an engaging platform to connect our teams. It doesn't stop there though, the team at Rippl listen to our needs and help us develop and automate our specific ideas and requirements to reduce admin and make us more efficient as a business.”

BP - Dealer and Third Party Relationship Coordinator



“

When looking for a benefits platform, we found the market all had much of a muchness with their offering, however, when we spoke with Rippl, it was so much more than a benefits platform. It combined reward, recognition and benefits as a whole package and we all know how hard it is to find a solution that offers all three. We are really looking forward to having our team explore this new platform and sharing our results with everyone as it evolves.”

Dexory - Jenna Cotton, Head of Culture, People and Talent



ASDA



I love being able to congratulate or thank colleagues for their support, and as my department gets so busy, I barely get the chance to show my appreciation, so Our Asda is great!"

Store Operator

CHALLENGE

Asda were looking to optimise their recognition and streamline employee ideas and feedback into their programme. Their existing strategy placed huge demand on internal teams, so Asda were looking to minimise these manual processes and find a way to evidence programme success.

SOLUTION

Through a streamlined recognition platform, 'Our Asda' enables both managerial and peer-to-peer recognitions and reward, alongside a dedicated feedback submission hub for employees to submit their ideas. Our Asda's technology delivers manager and peer recognitions through a social timeline, plus cleverly groups idea submissions to notify relevant stakeholders through automated technology.

IMPACT

- Since launch, **257,000** recognitions have been sent (that's 1 recognition every 4 minutes!)
- **74%** of all recognitions were coupled with reward.
- Since January 2022, Asda have received over **1,300** idea submissions.
- **55.8%** of ideas and feedback have been positively rated by Asda.

Charlie Bigham's

“Through the Rippl platform, we were able to put our vision for our people into action and significantly increase recognition and engagement amongst our team. Peer-to-peer recognition, and visibility of it, has significantly increased, whilst our managers continue to recognise people who demonstrate our values.”

People Business Partner

CHALLENGE

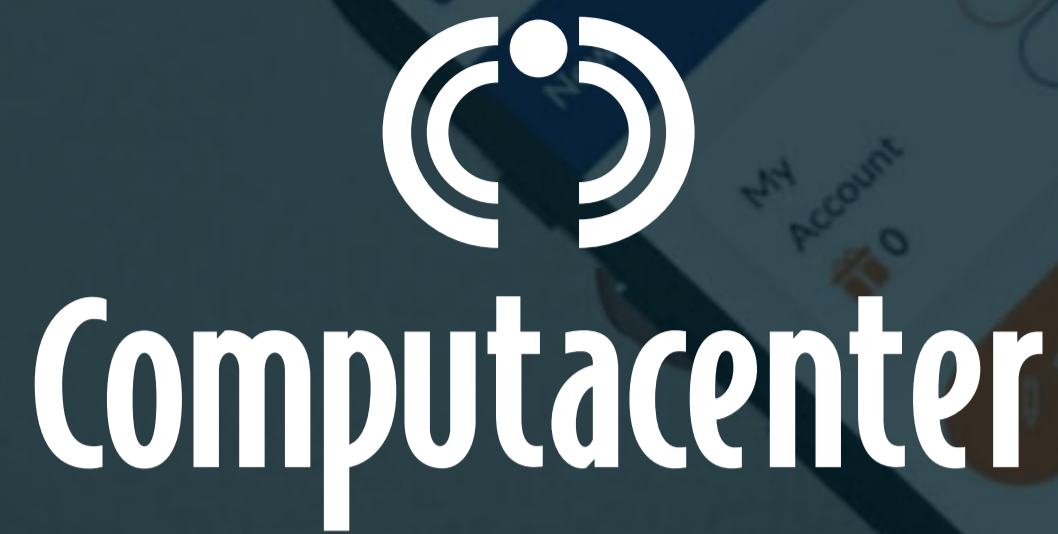
With a growing workforce of over 700 employees, **60%** of whom are desk-less, Charlie Bigham's wanted to revolutionise their existing manual recognition scheme and streamline their separate benefits app into one centralised programme for their people.

SOLUTION

Bigham's launched a personalised recognition and engagement platform, 'The Pantry'. Accessible via desktop and mobile app, The Pantry streamlines employee recognition, benefits, discounted vouchers and feedback surveys so Bigham's people feel valued and engaged around the clock.

IMPACT (4 WEEKS POST-LAUNCH)

- Nearly half (**45%**) of Bigham's employees were registered on the platform.
- **£2,500** collectively spent on discounted vouchers.
- Within 6 weeks of launch: Over **70** manager and peer recognitions were sent.
- The Pantry saw **6,500+** platform interactions.
- **33%** of employees engaged with the platform benefits feature.



The visibility of achievements is fantastic and encourages the behaviours of recognition not just for individuals but teams too! The platform has created a positive and infectious way of providing feedback which is continuing to grow across Computacenter.”

Senior HR Business Partner

CHALLENGE

With a growing international team, Computacenter’s existing manual recognition programme leveraging physical ‘thank you’ cards and monetary vouchers placed increasing demand on resource to deliver. They needed a centralised way to publicly recognise individuals across the globe.

SOLUTION

Since launching ‘Bravo!’, Computacenter’s managers and colleagues have been able to instantly distribute personalised e-recognition cards and digital reward points, and showcase peer-to-peer nominations for their ‘Bravo Stars’ global awards programme in a social timeline visible to all.

IMPACT (IN THE LAST YEAR)

- Bravo! has seen a **87%** user engagement rate.
- Over **13,000** personalised recognition cards have been sent.
- **55%** of the workforce has received recognition.
- **471** service milestones have been celebrated.
- **356** ‘Bravo Stars’ awards have been distributed.

Useful intel.

In today's intense market, navigating where to start with designing and delivering a competitive engagement strategy can be challenging. That's why we've created some helpful resources to help pave the way.



Recognition and Reward Software Buying Checklist.

Your checklist for choosing the right platform.

[GET HERE →](#)



The Ultimate Guide to Recognition and Reward.

End-to-end intel on designing, delivering and evidencing your programme.

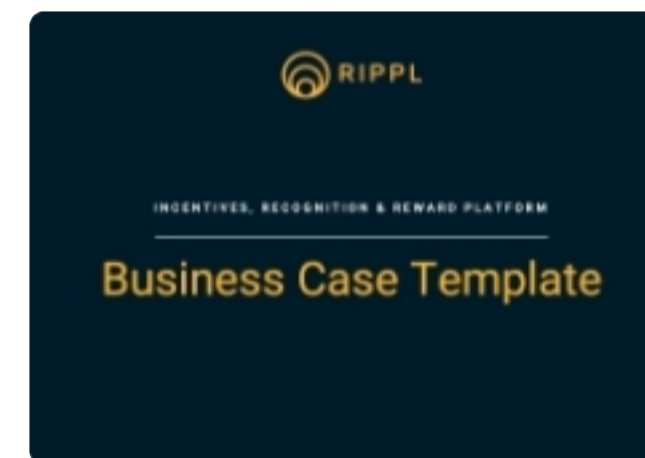
[GET HERE →](#)



The 7 Steps to Build a World-Class Culture of Recognition.

A one-stop-shop for instilling an authentic recognition culture with tangible impact in all corners of the business.

[GET HERE →](#)



Business Case Template.

A handy template to present a compelling pitch to internal budget holders.

[GET HERE →](#)



Digital ROI Calculator.

Discover the financial impact of implementing a culture of recognition within your business.

[GET HERE →](#)

RECOGNITION. REWARD. BENEFITS. INCENTIVES.

Let's get started.

Want to explore Rippl in more detail?

[Book in a time](#) that suits you to chat.

