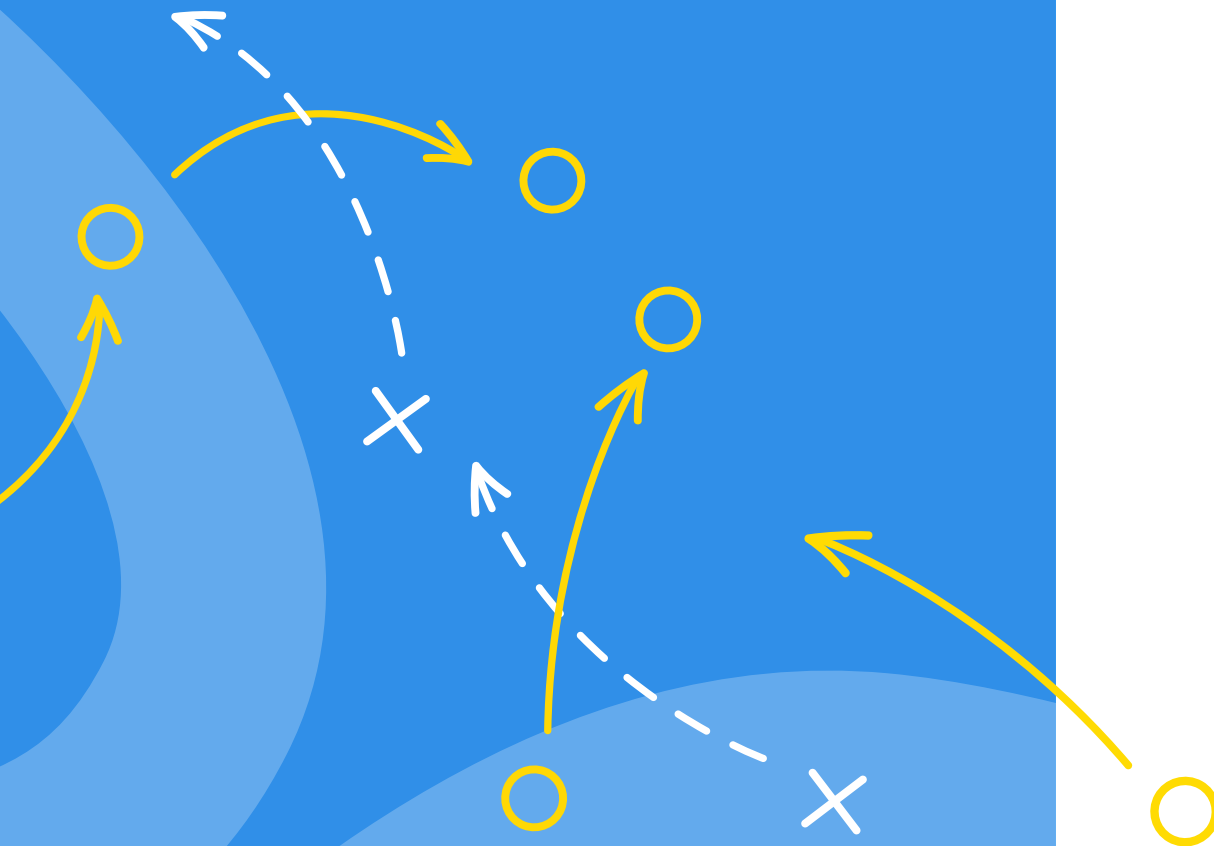




# HR Playbook

## FOR LEADERSHIP EXCELLENCE



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It's no secret that **strong leadership is essential to every organization's success**. Effective leaders act as the backbone of a thriving organizational culture. Their actions directly influence how employees feel and perform.

When team members feel valued by their manager at work, they're more likely to be engaged, productive, and committed to the organization's success. But when team members feel underappreciated by their boss or micro-managed, employee morale and productivity plummet.

Good leaders are so important that according to [Gallup's 2024 State of the Global Workforce Report](#),



**70%**  
of the variance in team  
engagement can be  
attributed to the manager.



A lesser known fact, however, is just **how essential HR is in both building a strong leadership pipeline, and enabling managers to deliver a great employee experience** once they are in seat.

According to WorkTango and HR.com's "Future of Employee Engagement 2023" [research study](#), although 36% of organizations say their CEO is in charge of signing off on employee recognition & rewards program budgets, once a program is funded, HR and managers are pivotal to a program's success or failure.

**In fact, 84% of organizations with high employee engagement say immediate supervisors are responsible for delivering a great employee experience**, compared to only 53% of less engaged organizations.

By providing technologies, targeted resources, and ongoing training to enable leaders and boost day-to-day managerial effectiveness, HR plays a key role in bridging the gap between a leader's potential and their on-the-ground performance.

This playbook has been written with HR teams in mind. Keep reading to discover the key challenges your organization's leaders and managers face on a daily basis, and the specific actions HR can take to enable leaders to cultivate a company culture of employee recognition, trust, and continuous growth.





# 7 Common Leadership Challenges

So, **what are the biggest hurdles leaders face** when it comes to fostering a culture of employee engagement, appreciation, and trust? And **how can HR help managers overcome these challenges?**

Most leaders struggle with one or more of the following seven leadership challenges. This list is not meant to be exhaustive; over the course of their career, a manager will almost certainly encounter additional challenges beyond those covered here. For the purposes of this HR Playbook, however, we've chosen to focus on **common employee recognition and engagement leadership challenges**.

The stakes for managers and leaders are high in these areas. If left unaddressed, management missteps here will **negatively impact employee morale, result in disengaged employees, and ultimately contribute to employee attrition**.

These seven leadership challenges present opportunities where HR leaders can take specific actions to empower their people leaders to do better.

# Common Leadership Challenges

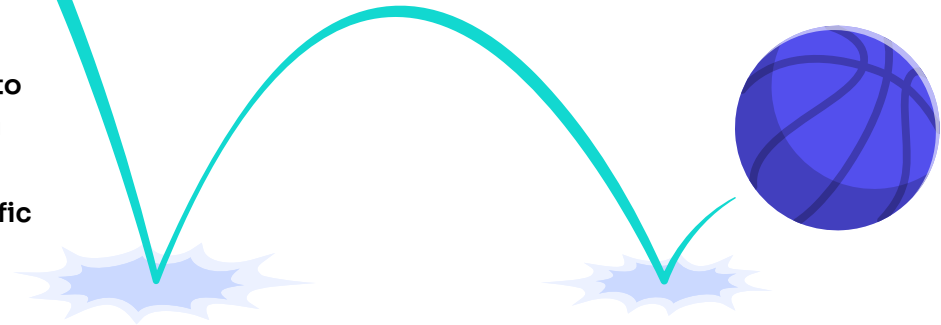
- 
- 1 **Dropping the ball** on employee recognition
  - 2 **Overlooking** important employee milestones
  - 3 **Failing** to create a **positive, inclusive work** culture
  - 4 Becoming **disconnected** from day-to-day team realities
  - 5 **Limited access** to employee survey data
  - 6 **Failing to take action** on employee feedback
  - 7 Trying to “**do it all**” without assistance

# 1 Dropping the ball on employee recognition

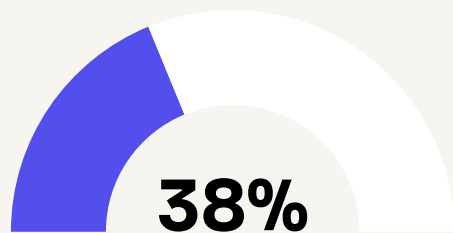
Employees work hard. Is it any surprise that they want to be recognized by their managers for their contributions?

A recent [Deloitte study](#) revealed that **85% of professionals want to hear “thank you” in day-to-day work interactions**. Yet, according to WorkTango and HR.com’s “Future of Employee Engagement 2023” [research study](#), **only 34% of leaders offer employees specific recognition for their performance**.

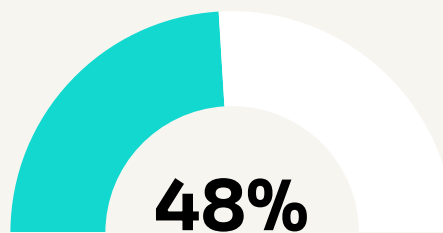
When leaders fail to acknowledge team member achievements, big or small, it can lead to disengagement and a decline in employee morale. Disparities in how different departments handle employee recognition can also lead to resentment or employee concerns about fairness or favoritism.



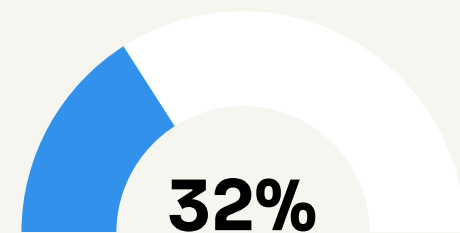
## PALTRY LEADER PARTICIPATION



see a lack of leadership involvement in recognition & rewards programs



report inconsistent manager participation between departments



cite insufficient involvement of in-line managers

[HR.com “State of Rewards and Recognition Programs and Tools 2024” research study](#)

## 2 Overlooking important employee milestones

Another common pitfall for managers is failing to acknowledge important milestones throughout the employee journey.

Start date anniversaries, birthdays, promotions, or award wins often hold significant meaning for employees. If a manager forgets any of these key dates, employees may feel undervalued and overlooked.

According to WorkTango and HR.com's "Future of Employee Engagement 2023" [research study](#), **only 35% of managers host celebrations for their employees when a significant win or milestone is achieved**. That may not be a dealbreaker for some folks, but consider this:



Would you want to work for a manager who **never** celebrates your success?

## 3 Failing to create a positive, inclusive work culture

Work culture is important.

Just *how* important? A recent [Culture Partners study](#) of 30,000 leaders revealed that **96% of leaders consider culture to be the most important factor in delivering strong business results**. Yet data from HR.com's "State of Rewards & Recognition Programs & Tools 2024" [research study](#) shows that only 52% of leaders make space for activities intended to nurture a positive corporate culture.

The deliberate effort (and investment) it takes to craft a positive, inclusive work culture is often overlooked by leaders — or entirely delegated to HR. But leaders frequently possess more organizational influence than HR team members do.

If leaders aren't actively contributing to a positive workplace culture, chances are high that the default organizational culture that forms will be negative instead.

## 4 Becoming disconnected from day-to-day team realities

Ever heard an employee say, “Leadership has no clue what’s really going on at this organization”?

Leaders need to maintain a clear understanding of what’s happening within their teams at all times. Unfortunately, doing so has become especially challenging given today’s distributed workforces, disparate digital communication tools, and departmental silos.

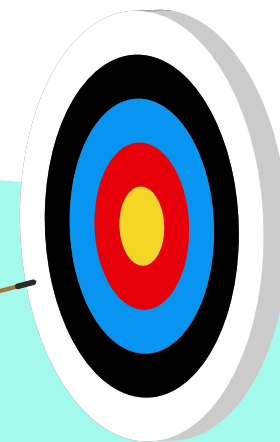
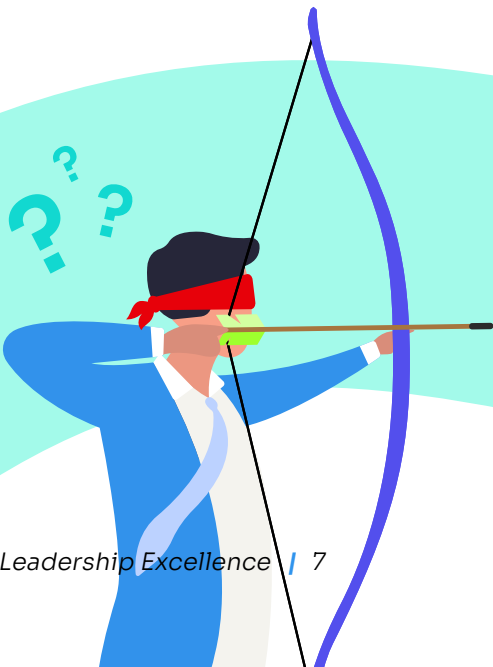
WorkTango and HR.com’s “Future of Employee Engagement 2023” [research report](#) revealed that **only 36% of leaders take the time to listen to employee feedback**. Without regular communication with employees and built-in feedback loops, it becomes all too easy for managers to miss burgeoning issues that may ultimately have a negative impact on team dynamics, employee well-being, or even company performance.

## 5 Limited access to employee survey data

Although 58% of organizations measure employee engagement through an annual engagement survey, according to HR.com’s “State of Rewards and Recognition Programs & Tools 2024” [research study](#), **many HR teams decline to share the results of employee surveys with front-line managers** or other non-executive leaders.

This decision leaves managers flying blind when it comes to identifying areas for their own professional development, or addressing specific areas of concern raised by their teams. **Soliciting employee feedback only once per year also severely restricts the flow of information available to people leaders.**

Without direct access to real-time employee responses and data, leaders will struggle to make meaningful changes to the employee experience.



## 6 Failing to take action on employee feedback

The next leadership challenge is perhaps the most demoralizing of all for employees: failure to take action in response to employee feedback or suggestions.

Many organizations conduct annual engagement surveys, but then fail to implement changes or explain *why* feedback wasn't actioned. In the end, listening means nothing without action. Employees who feel their voices aren't heard or that their suggestions are ignored will quickly become disengaged.

“Nothing **boosts engagement** more than asking someone what they need. Nothing **kills it quicker** than not acting on what they said.”

**Gethin Nadin**

*Top Global EX Influencer  
2021–2024, Psychologist  
& Bestselling Author*

## 7 Trying to “do it all” without assistance

Leaders and managers have tough jobs these days. They're asked to set the strategy, deliver on budget and ahead of schedule, report on results, hire, fire, and manage employee performance challenges. They're also expected to demonstrate strong EQ at work and remain agile and flexible in the face of constant change.

It's no wonder that Gallup's “State of the Global Workplace: 2024” [report](#) revealed that managers are more likely to be stressed than non-managers — as well as more likely to be shopping around for a new job.

Without support from HR or access to the efficiencies that modern work technologies can provide, managers will quickly find themselves caught in an endless cycle of trying to “do it all” — while simultaneously failing to meet their team's immediate needs and expectations.



# HR Excellence Plays to Empower Leaders

Acknowledging the most common employee recognition and engagement challenges faced by leaders on a daily basis is the first step in solving for them.

The second step involves **leaning in as an HR team member and understanding the specific plays you can make to enable managers and leaders** to create a work environment that fosters high levels of employee engagement.

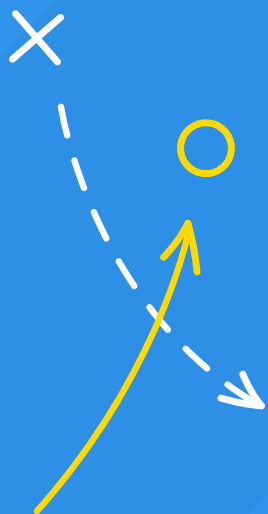
Most (if not all) of the leadership challenges detailed on the previous pages can be solved for with the following:

1. A holistic Employee Recognition & Rewards program
2. A continuous Employee Surveys & Insights strategy

Many organizations already have a few components of an employee recognition strategy or employee survey strategy in place. But **without company-wide buy-in and participation at every level (including executives), many of these programs fall short of their full potential.**

Structuring these programs according to best practices from the start, and then empowering leaders and managers to make the most of each important initiative, is precisely where HR can help.

[Here's how >](#)



## HIGHLY ENGAGED ORGANIZATIONS ARE:

**3x** as likely **to recognize superior employee** contributions

**5x** as likely **to spend time building trust** with employees

**5x** more likely **to have senior leaders who prioritize employee** engagement

**12x** more likely **to have managers that are highly skilled at fostering engaged individuals and teams**



# HR Action Plan for Employee Recognition & Rewards Program Success

HR leaders play a pivotal role in equipping leaders and managers to effectively participate in employee recognition & rewards programs (R&R). By first championing R&R programs, and then providing strategic support and resources, HR can help managers foster a continuous culture of appreciation and success within their teams.

## Did you know?

**30% OF ORGANIZATIONS** believe that employee **recognition & rewards programs aid** in improving employee-manager relationships.

[\*HR.com's "State of Rewards and Recognition Programs & Tools 2024" research report\*](#)



## THE BUSINESS CASE FOR EMPLOYEE RECOGNITION & REWARDS

Employee recognition & rewards programs and software platforms offer HR leaders and managers a powerful way to tackle several of the challenges listed above.

They also make solid business sense.

- According to Deloitte, employee engagement, productivity, and performance are **14% higher** in organizations **with recognition programs** than those without
- In a survey conducted by SHRM, 68% of HR professionals agreed that **employee recognition positively impacts retention**, while 56% said such programs also help with recruitment
- A Harvard Business Review study found that recognizing employees at work can significantly **improve individual and organizational performance**
- **Case study:** Arrowhead Credit Union **reduced turnover by 49%** after implementing WorkTango's Recognition & Rewards software

# 1 Use technology to lighten the load for leaders

A common perception of traditional employee recognition programs is that they create a heavy burden for HR and managers alike. This is due to the fact that traditional programs are often time-consuming to administer, lack flexibility, and were not originally intended to integrate into day-to-day workflows.

However, modern software platforms now exist that feature comprehensive employee recognition & rewards capabilities. These platforms are **easy for HR to implement and train managers on and are very affordable** once you factor in the costs of alternatives such as ordering plaques, mailing out physical gift cards, or other traditional recognition practices.

If possible, try to invest in a single technology platform that streamlines both recognition and employee feedback processes. A unified software platform provides managers with the ability to efficiently administer programs and maintain visibility into their teams' activities.

**Look for an employee recognition & rewards platform that offers features designed to empower leaders:**

- **Public recognition:** Platforms with a public recognition feed go a long way towards ensuring that leaders gain exposure to all the great work being done by their direct reports that they otherwise might not have known about.

- **Feed filtering capabilities:** Look for a platform that enables managers to filter their recognition feed to focus on the individuals they care most about, such as direct and/or indirect reports.
- **Employee milestone reminders & automated celebrations:** Some recognition platforms help ensure busy managers never forget a birthday or anniversary by informing them of upcoming team milestones through notifications. They even enable managers to send automated celebration messages within the platform, such as new hire welcome messages or one-year anniversary messages.
- **Dashboards & reporting:** Select a platform that equips managers and leaders with recognition dashboards to help them understand if they are recognizing team members equally, or might be falling prey to unintentional bias.

## 2 Build a recognition strategy that's always on

When company-wide recognition programs are done right, they ensure consistent acknowledgement of employee contributions, big or small.

While organizations often think in time frames of years, employees typically think in hours, days or weeks.

Modern recognition programs show employees they are appreciated throughout every stage of the employee journey. They don't wait an entire year to recognize great work.

### 3 Pillars of a Modern Recognition Strategy

#### MILESTONES

Tenure  
Birthdays  
Personal

#### RHYTHM-BASED

Recognition events  
Top-down

#### ALWAYS-ON

Amplify values  
& behaviors  
Rewards optional  
Peer-to-peer

## 3 Build accountability among leaders

Once an R&R program has finally launched, it's tempting to sit back and relax. However, as an HR team member, it's important to maximize program participation to maximize its effectiveness.

**In order for recognition programs to be most effective, managers must participate.** It's truly that simple.

How do we know? We looked at data from 950,000 Employee Recognition & Rewards platform users. When managers weren't active in the platform, 91% of their direct reports were also rarely active or inactive. **Disengaged managers = disengaged teams.**

On the flip side, 81% of employees say they're motivated to work harder when their boss shows appreciation, according to Glassdoor's [Employee Appreciation Study](#).

**HR has a mission-critical role to play in making sure leaders are held accountable for both their teams' and their own participation** in company R&R programs.

According to HR.com's "State of Rewards and Recognition Programs & Tools 2024" [research report](#), **54% of organizations with high employee engagement scores monitor manager engagement participation in R&R programs** and prompt those not participating to do so. Only 16% of organizations with low employee engagement scores do the same.

**We recommend establishing participation best practices with managers as soon as your R&R program launches:**

- Ask managers to try to recognize each team member once a week (monthly if necessary).
- Ask managers to zoom out each quarter and use reports to ensure their recognition patterns are free from unconscious bias or recency bias.
- If any gaps are identified, ask managers to take action within one week to ensure every employee feels valued and appreciated.

Once managers learn to give consistent recognition to direct reports, employee engagement levels overall typically increase.

Establishing clear participation targets and providing managers with tools to track their team's (and their own) R&R efforts goes a long way towards boosting participation.

### Remember

R&R program participation will always ebb and flow over time. But HR can empower managers by providing access to employee recognition software that tracks key metrics and makes it easy for managers to give frequent recognition.

## 4 Educate leaders on how to give “SMT” recognition

Train managers on the importance of delivering specific, meaningful, and timely (SMT) recognition. Providing this training will ensure that managers’ praise and feedback are impactful and resonate with their teams.

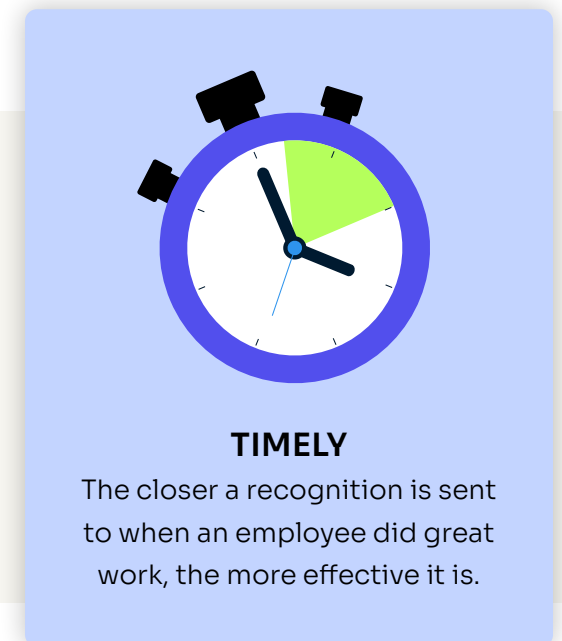
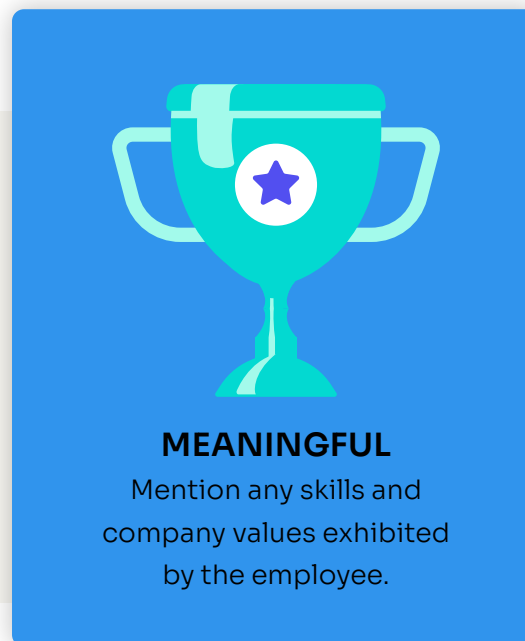
However, don’t forget that one of the great things about recognition programs is that they allow for celebrating achievements and milestones throughout the entire employee journey. Celebrating employee birthdays or giving a shoutout for a big promotion is just as important as recognizing a specific job well done.



## 5 Don’t forget to recognize managers, too

HR should encourage the executive leadership team (ELT), HR, and individual contributors to recognize managers for their efforts, too.

Acknowledging managers’ contributions enhances their happiness and willingness to put in extra effort, creating a more motivated leadership team.



# HR Action Plan for Employee Survey Program Success

Empowering managers is a cornerstone of a successful organization. But how can HR equip managers with the tools and resources they need to more effectively lead their teams?

Data is the key. And employee data can be most easily obtained through employee surveys.

Using employee survey software is not as widespread of a practice as one might think, however. [New research](#) conducted by WorkTango and Lighthouse Research & Advisory revealed that:

**ONLY 56%** OF ORGANIZATIONS  
currently **invest** in employee survey software.

HR leaders and managers can use survey data to monitor the impact of key initiatives, make more informed decisions, and demonstrate ongoing progress to their teams. If your organization is not yet deploying employee surveys of any variety, it's time to get started.

## THE BUSINESS CASE FOR EMPLOYEE SURVEYS & INSIGHTS

Employee survey programs and platforms offer HR leaders and managers a powerful way to unearth challenges that hinder employee performance and engagement.

They also make solid business sense.

- Organizations that actively listen to employees, and act accordingly, are **12x more likely to engage** and retain employees
- 35—45% of companies who invest in employee survey platforms see **3x or higher ROI on their investment**
- 32% of companies who invested in employee survey software see a **higher employee net promoter score (eNPS)** as a result

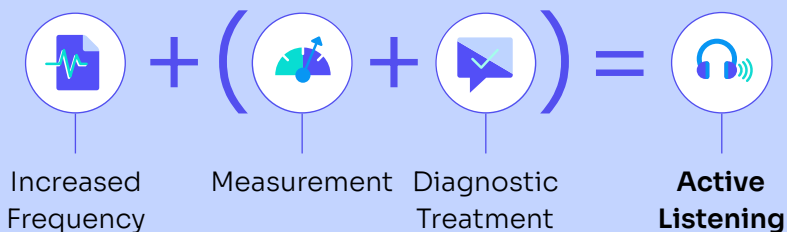


# 1 Implement a comprehensive feedback strategy

HR has an instrumental role to play when it comes to implementing a clear and actionable employee feedback strategy across the entire organization.

To create a **comprehensive employee listening strategy**, consider conducting regular pulse surveys in addition to annual engagement surveys or other types of less frequent feedback collection. Promoting regular and inclusive feedback collection is more effective than just doing so once a year.

## How to Boost Your Employee Survey Agility



**Pulse surveys** provide timely insights, allowing managers to address issues and make improvements more quickly. For example, [Rexall Pharmacy](#) improved their eNPS score by 41 points after they implemented a semi-annual pulse survey instead of waiting for an annual engagement survey. Rexall's leaders took action on the results by developing over 400 unique action plans in response to employee feedback.

HR should train managers on creating inclusive pulse surveys that reflect the organization's core values and allow every employee to voice their opinions. This inclusivity and alignment will help foster a sense of belonging and ensure that all employee voices are heard and valued.

Regular employee surveys, especially when anonymous, provide managers with insights into team dynamics, strengths, and areas needing improvement. This visibility allows managers to address issues proactively and tailor their leadership approach to better support their teams.

**Lastly, don't forget to encourage peer and manager feedback.**

HR should foster a culture where feedback is not only top-down, but also **peer-to-peer and top-up**. In fact, **peer-to-peer recognition is 35.7% more likely to have a positive impact on financial results** than manager-only recognition, according to [SHRM](#). Encourage employees to recognize and provide feedback to their managers and colleagues. This will support a more supportive feedback environment.

## 2 Select a user-friendly survey tool

It often falls to HR to select a user-friendly (but still robust) survey tool or platform that leaders and managers can use to collect and analyze employee feedback.

Survey tools save time by simplifying data collection and analysis. This allows HR team members and managers alike to focus on actionable insights, rather than administrative tasks.

Employee surveys are a goldmine of valuable data. However, simply collecting data is only half the battle. To empower managers, HR needs to make survey software available that goes beyond basic reporting.

### Look for survey software that:

- **Offers real-time, self-serve data.** Too often, data becomes stale while the annual survey process and subsequent data analysis ticks along for months. Look for software that empowers leaders to log in and view data in real-time throughout the survey fielding process — not just once the survey concludes — so they can take action right away.
- **Automatically analyzes trends.** The most effective survey software can monitor employee sentiment and engagement to identify trends over time. This helps managers understand sentiment shifts and pinpoint areas requiring attention. Did team engagement decline in the last quarter? [Survey data can reveal this](#) and prompt the manager to adjust strategies over time.

Plus, automating the labor-intensive processes of interpreting survey data and getting data to leaders in real-time via software saves HR teams significant manual time and effort.

- **Offers actionable insights and recommendations.** Don't just look for platforms that will present raw data to your managers. See if certain platforms provide managers with clear, practical action plans and suggested next steps to address team needs and improve overall performance.
- **Ensures confidentiality.** Maintaining employee anonymity is crucial. Look for survey tools with robust security features that guarantee employee privacy and encourage honest feedback.

This last point often makes or breaks survey program success. Low trust in leadership can be a major roadblock to employee engagement efforts. HR team members and leaders who create a safe space for open communication and encourage honest feedback will foster trust and build stronger relationships with their teams.

### Remember

If employees don't trust executive leadership to ensure surveys are confidential, then they won't fill them in honestly in the first place.

# 3 Share survey results and feedback with people leaders

One of the biggest hurdles to leadership development is ensuring a continuous feedback loop. To improve, leaders need regular input on their effectiveness.

Unfortunately, traditional methods such as annual reviews often fall short. They can be infrequent, lack anonymity, and fail to capture the nuances of day-to-day interactions.



Don't be a filter.  
Be an enabler.

Here's how HR can help address this challenge:



## Implement frequent, targeted surveys.

Move beyond annual reviews with surveys that capture real-time insights into leadership behaviors. This helps support leadership accountability for taking action on the data that has been collected.



## Focus on actionable data.

Look for a solution that goes beyond simple feedback collection and provides data-driven insights that pinpoint areas for improvement and highlight leadership strengths.



## Ensure anonymity and honesty.

Employees will feel empowered to provide honest feedback when they know their responses are confidential. And honest feedback about where leaders can improve is far more helpful than insincere praise.



## Don't be afraid to share the data.

Once data has been collected, make sure to empower managers by making that data available to them. Today, [only 60%](#) of organizations share results at the department/division level with individual leaders. Share findings with stakeholders through intuitive dashboards and reports.

In the end, clear and direct communication of survey insights ensures that all levels of leadership are informed, and are better equipped to make data-driven decisions.

## 4 Train managers on how to interpret & act on feedback

When used properly, surveys and feedback mechanisms break down communication barriers by encouraging open dialogue. This transparency reduces misunderstandings, promotes collaboration, and ensures everyone is on the same page, leading to a more cohesive team.

**HR can help by providing managers with training on how to interpret survey results and translate them into action plans.** This training ensures that feedback is not only collected, but also used to make meaningful improvements.



### Did you know?

**77% OF ORGANIZATIONS** with high employee engagement scores **take specific action based on engagement data**, versus just 33% of less engaged organizations.

[WorkTango + HR.com's "Future of Employee Engagement 2023" research report](#)

The most effective employee feedback programs and software platforms ensure that employee input leads to tangible changes. **When managers act on feedback, it shows employees that their opinions matter, fostering a culture of continuous improvement and increased trust.**

One WorkTango Surveys & Insights platform customer, [AEFCU](#), saw a **100% improvement in leaders taking action on survey feedback** as a result of the platform's built-in [Action Plan](#) functionality.

As an HR leader, make sure to leverage technology to continuously monitor and analyze feedback data. Ongoing analysis helps managers track progress, identify trends, and make informed decisions based on real-time information.



# Conclusion

HR plays a mission-critical role in empowering leaders to make employee recognition and engagement programs successful. And, similarly to how HR and leaders working together delivers better results for an organization, **employee recognition & rewards programs & employee survey programs are also more effective when utilized together.**

**Employee listening**, through regular surveys and feedback mechanisms, provides managers with critical insights into team dynamics, areas for improvement, and employee sentiments. This ongoing dialogue helps managers understand the needs and concerns of their team members, allowing them to address issues proactively and foster a supportive work environment.

When combined with a robust **recognition and rewards program**, the benefits are amplified. Recognition programs provide a tangible way to celebrate achievements and contributions highlighted through employee listening efforts. By linking feedback to recognition, managers can reinforce positive behaviors and accomplishments, showing employees that their voices are heard and valued.

Together, these programs create a continuous loop of feedback and recognition, promoting transparency, trust, and motivation. Managers who leverage both are better equipped to support their teams and deliver higher employee engagement, retention, and overall success.

## READY TO GET STARTED?

Here is a recap of the seven most common challenges leaders face when it comes to employee recognition and engagement, and how HR can help.

| CHALLENGE | 1                                                                                                                                  | 2                                                                                              | 3                                                                                                                                                           | 4                                                                                                  | 5                                                                                          | 6                                                                                                     | 7                                                                                       |
|-----------|------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------|
|           | Dropping the ball on employee recognition.                                                                                         | Overlooking important employee milestones.                                                     | Failing to create a positive, inclusive work culture.                                                                                                       | Becoming disconnected from day-to-day team realities.                                              | Limited access to employee survey data.                                                    | Failing to take action on employee feedback.                                                          | Trying to “do it all” without assistance.                                               |
| SOLUTION  | Implement an always-on recognition strategy.                                                                                       | Nudge managers with alerts and automated workflows.                                            | Democratize culture for all employees.                                                                                                                      | Implement a comprehensive feedback strategy.                                                       | Share survey results with people leaders.                                                  | Enable manager action plans and accountability.                                                       | Empower leaders with technology.                                                        |
|           | Invest in holistic, formal recognition programs that ensure every team member feels appreciated throughout their employee journey. | Use technology to remind managers of key employee milestones and help them celebrate in style. | Offer leaders tools and training to help them create and maintain a positive, inclusive culture for all team members – whether in-office, remote or hybrid. | Establish regular feedback loops to keep leaders connected with their teams’ day-to-day realities. | Ensure that all leaders have access to employee survey data to help them develop and grow. | Establish expectations and accountability for managers when it comes to addressing employee feedback. | Provide time-saving tools to help leaders see more and do more with less manual effort. |

# About WorkTango

WorkTango is an award-winning Employee Experience platform that helps leaders and organizations improve employee engagement, increase retention, and boost performance while reducing costs with Employee Surveys and Recognition & Rewards software.

WorkTango's holistic platform offers two distinct, but complementary solutions.

[Surveys & Insights](#) makes it easy for organizations to measure engagement and ensure every employee feels heard through unlimited surveys across the entire employee lifecycle. Leaders gain insight into employee sentiment through robust dashboards and insights, and are empowered to drive meaningful change with recommended action plans.

[Recognition & Rewards](#) enables organizations to scale and automate manual recognition & rewards practices, track and control costs, and create a continuous culture of appreciation through company-wide recognition.

WorkTango is built for the workplace we all want to be a part of — where teams accomplish great things, achievements are celebrated, and employees have a voice. To learn more, visit [worktango.com](https://worktango.com).

## READY TO ENHANCE YOUR LEADERSHIP ENABLEMENT STRATEGY?

Support your managers where it counts! Drive success with Surveys & Insights and Recognition & Rewards from WorkTango.

[BOOK A DEMO](#)

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