

HARRT at UCLA
Sr. Executive Round Table January 25,
2017
Michelle Smith Vice President, Marketing, O. C. Tanner
"Secrets of Fortune's 100 Best Companies"

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1500+ EMPLOYEES	97% CLIENT SATISFACTION	5M+ ACTIVE USERS
14.5 YEARS AVERAGE CLIENT RETENTION	THOUSANDS OF CLIENTS	
FORTUNE 100 BEST COMPANIES TO WORK FOR 2018	35K PEOPLE RECOGNIZED DAILY	

Slide 3


Global Rewards & Recognition

- 150 Countries
- 14 Languages
- Global support & distribution

Global Headquarters:
Salt Lake City

Regional Headquarters:
Toronto, London, Mumbai
& Singapore

Regional Offices:
Frankfurt, Hong Kong, Tokyo,
Sydney & Mexico City



📍 HEADQUARTERS AND OFFICES 📍 REGIONAL SUPPORT CENTERS

O.C.TANNER

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<p>Clients Across the Globe</p> <p>Thousands of global and domestic enterprises look to O.C. Tanner for employee recognition strategy, technology, solutions, services, and fulfillment.</p> <p>Serving 30 of Fortune's 100 Best Companies</p>				
				
				
				
				

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**Our Fortune's 100 Best
Company Journey**



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WHY: O.C. Tanner's Strategy Evolution

To help companies **appreciate** people who do great work

→


To help the world **accomplish** and **appreciate** great work

Continue to improve; Validate our philosophy & methodology

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HOW: What Didn't Work



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HOW: A More Successful Approach



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HOW: A More Successful Approach



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HOW: A More Successful Approach



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Parting Thoughts



**Build a culture worthy
of the list**

Need C-Suite support

Sincerely need to
embrace improvement

- 3rd party data
- Fix areas of weakness

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