

L&T Infotech's search for an effective Rewards Platform ends at Vantage Circle

About the company : LTI is a global technology consulting and digital solutions Company helping more than 420 clients succeed in a converging world. With operations in 32 countries, its mission is to help clients accelerate their digital transformation with LTI's Mosaic™ platform enabling their mobile, social, analytics, IoT, and cloud journeys.

Industry: IT Services, IT Consulting

Company Size: 33,000+ Employees

Headquarters: Mumbai, India

Type: Privately Held

Founded: 1997

Key Objective

To design a user-friendly rewards platform, scalable and can meet the employees' needs and provide them a good experience.

The major challenges for the company were

The company was initially tied up with an R&R vendor to run its employee recognition program where the rewarded points could not be redeemed at employees' convenience. Infotech wanted a point-based reward system where employees need not worry about the expiration of their rewarding points. This loophole made the company look for other reward platforms in the market.

The major challenges for the IT company were

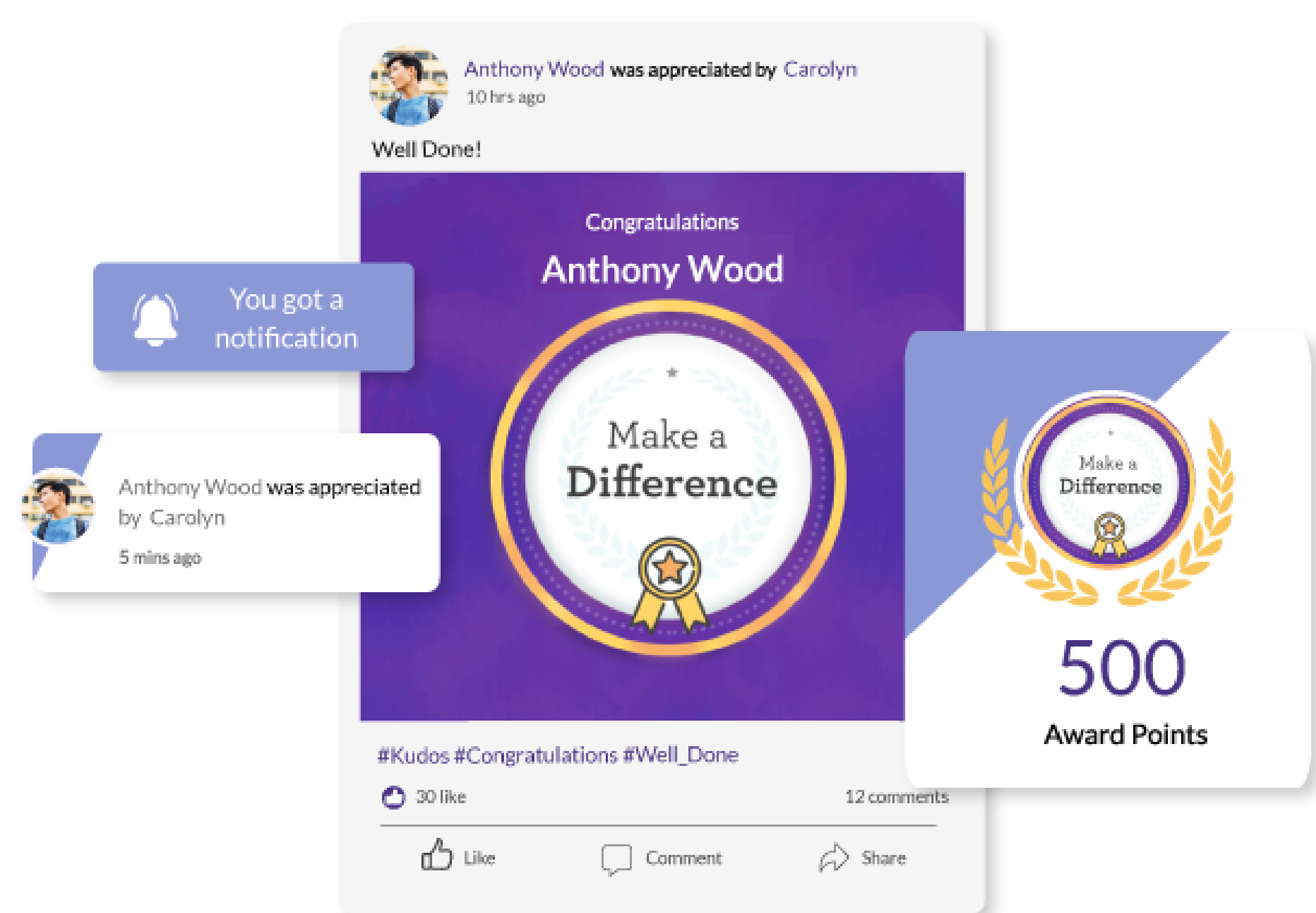
- To find a platform availing which the employees don't even need to worry about reward point loss.

- To implement a platform that can cater to its diverse workforce & could grow their internal communication through digital appreciation processes.
- A platform that shows leaderboard and engagement score metrics to keep track and monitor the processes.

Solutions we offered

Vantage Rewards is designed to keep the workforce engaged and enjoy meaningful recognition within the company.

Our solution provided a common platform for all employees of L&T Infotech. With multiple badges and awards, the organization could promote a culture of appreciation within its ranks and boost employee morale. With the points-based reward system, employees could earn and redeem points and use them at their convenience.



Key Actions

- We drove behavior towards engagement and recognition by showcasing leaderboards among teams and management metrics to follow through.
- Our platform catered to the dispersed teams who may not be sitting on computers and millennials who were more engaged with mobile platforms.
- We could determine which core values needed more improvement and were able to drive employee engagement appropriately.

In addition to Vantage Rewards, the IT company uses Vantage Perks, our cost-effective employee benefits and discount platform, to meet their employees' needs.

- Vantage perks offer instant access to exclusive discounts on hundreds of top brands and services.
- Employees get deals and discounts on products chosen exclusively on categories like dining, travel, electronics, real estate, and more.

The outcome

It increased the participation of the workforce and helped the teams to recognize their peers more efficiently.

- Our point-based module gave them flexibility in their gifting and rewarding process.
- Employees could use their point rewards at their convenience and not worry about their expiration.
- It boosted the culture of recognition within the organization.

Key Statistics

- The average increase in peer to peer recognition from the year 2019 to 2020 is **4.7X**
- The average increase in appreciation from the year 2019 to 2020 is **10.3X**
- The average increase in the percentage of engagement for the year 2019 and 2020 is **7.5%**
- Every employee has access to **450+** exclusive offers globally.

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