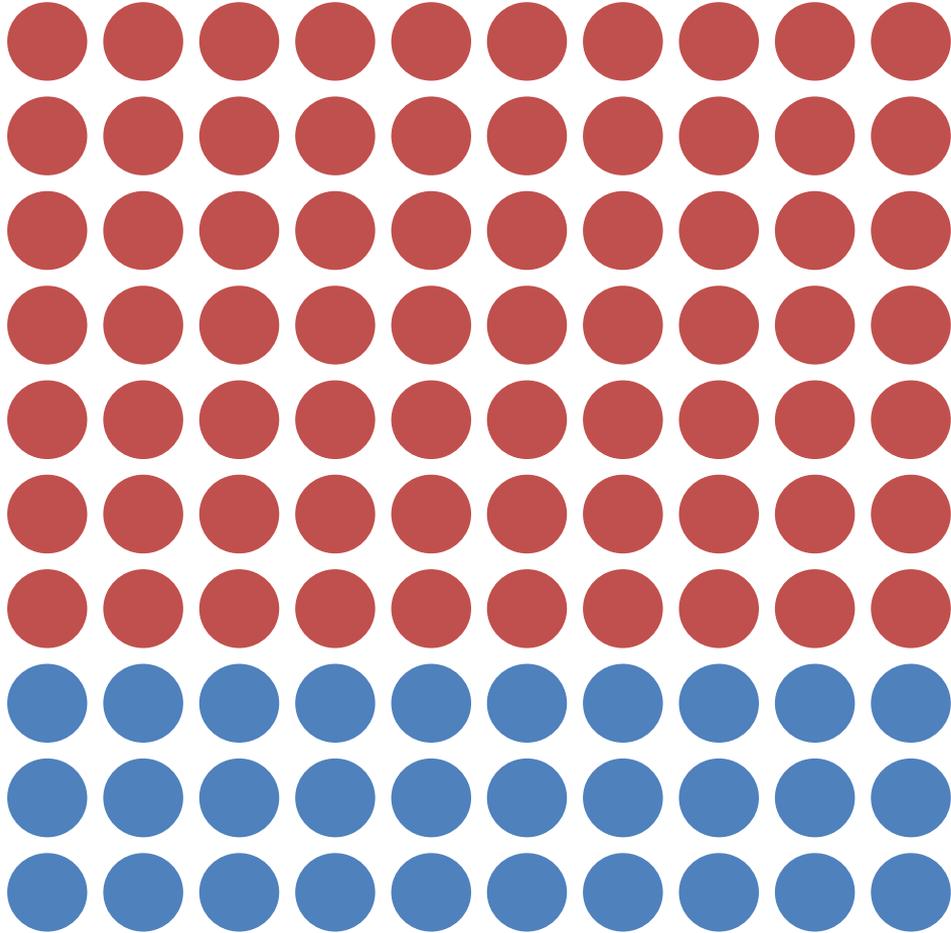


# IBM Connections and KangoGift

Strengthening HR in the Social Enterprise





# 70%

Employees don't feel like they are fully engaged in their work according to Gallup.

This disengagement leads to turnover and misalignment of employees to company values.

One approach to solving this disengagement is to look at social HR tools built into platforms like IBM Connections that make HR processes more timely, data rich, and effective.

# HR Can Take a Front Seat in the Social Enterprise

1. Convert traditional HR processes such as performance reviews and recognition from infrequent tasks to on-going conversations.
2. Capture and report on timely data while increasing visibility of the great work in the organization.
3. Tap into a spirit of “getting things done” with simple tools.

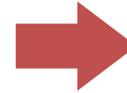
# Six HR Processes Ripe for the Social Enterprise

## Old Way

## New Way

### Recognition

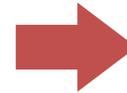
Hard to measure, separate HR process, ad-hoc, top-down.



Timely, peer-based, integrated into way people work, measurable.

### Employee Feedback

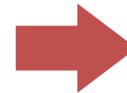
Irregular, hard to standardize.



Collected from cross functional team members.

### Performance Reviews

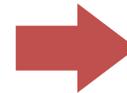
Annual, feels like a “have to” not a “want to”



On-going conversation between manager and employee, timely

### On-Boarding

Common approach, outdated forms and manuals



Individualized, centralized, compliant information, peer input

### Communicating Values

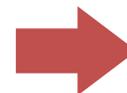
Company meeting announcement, email to team, posted



Aligned to HR tasks like giving praise, shared in activity streams, and on employee profile pages

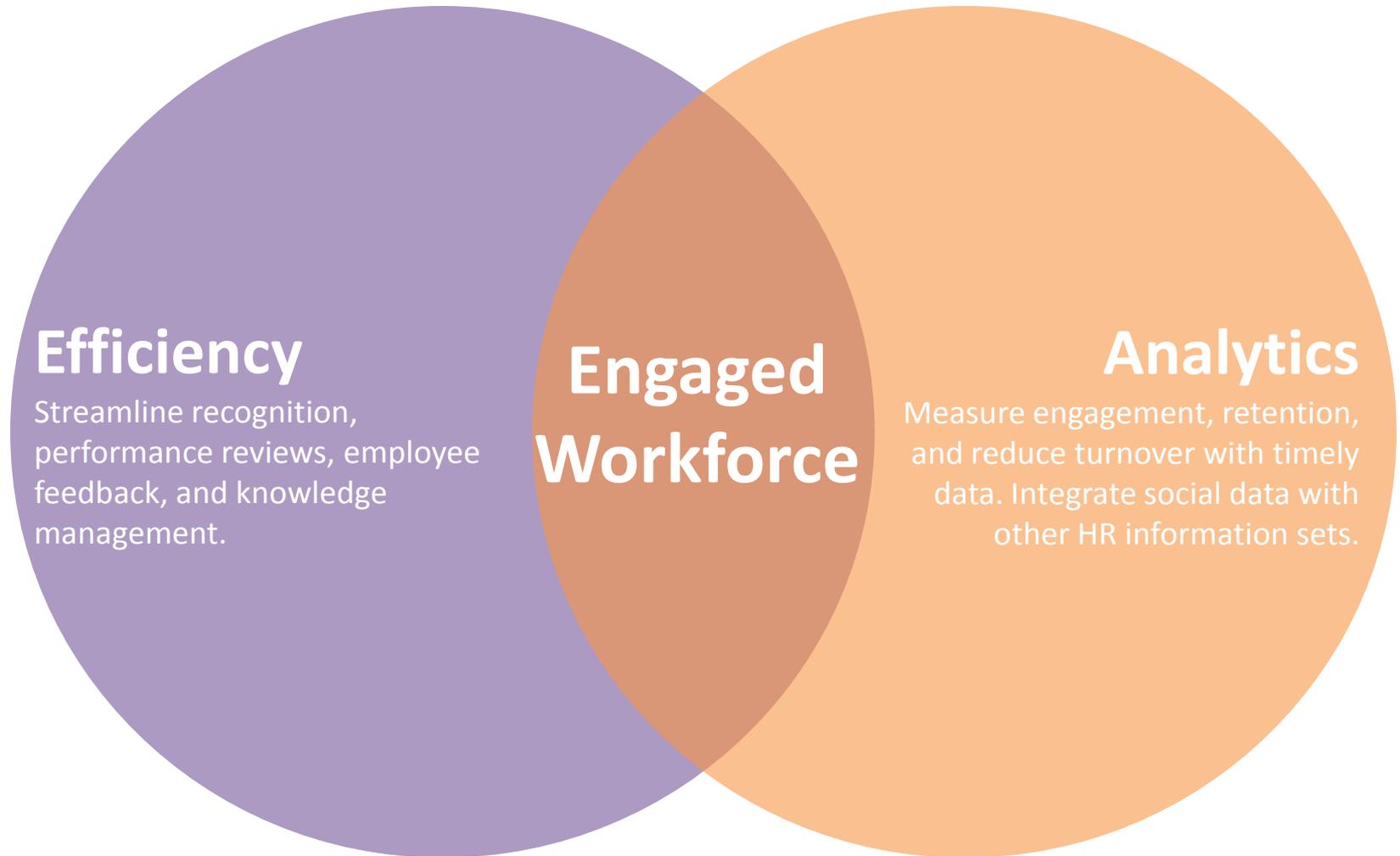
### Finding Expertise

Company directory with name and title



Rich employee profiles with a history of how colleagues have helped.

# ROI of Embracing Social HR on IBM Connections



*Engaged workplaces outperform peers on key financial metrics*



**“70% of companies view collaboration and related social and mobile tools as a top technology trend.”**

*Ventana Research*

**As Gartner highlights, treat workers as individuals,** generate demand among individual workers by offering instant gratification, simplicity, continual improvements, "coolness," and an overall emphasis on "getting things done," rather than ensuring control and conformity with sanctioned but outdated technology.

**With KangoGift, we use our HR expertise to help companies embrace a smarter workforce with tools built into Connections that capture timely employee data and provide insight into the pulse of the organization.**

*We Make it Easy to Say Thanks at Work.*



**MASSTLC**  GET THERE. FASTER.

*Mobile Innovation of the Year Finalist*

**Entrepreneur**

*"Brilliant Idea"*

**Mashable**

*Future of Recognition*



# Thank You

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Video Overview: <http://kggft.com/R87BQ>

Partner World Profile: <http://kggft.com/S32KJ>