

# O-KARMA

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#THANKYOUTHANKME

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OCADUCO

# O-KARMA

## Culture of Appreciation

Implement a program that encourages expressions of gratitude and appreciation among employees through a 'Thank you card' that can later be redeemed for a draw for small rewards.

## Acknowledgement

Encourages stakeholders to acknowledge each other's work and contributions towards each other's success.



## Scalable

A scaled up program could be synched to performance feedback and organizational strategic priorities/goals

## New ways to connect

Increased potential to foster new relationships, encourage 'helpful' attitude/approach to each other

# The Opportunity

## TRENDS



### MEANINGFUL WORK

Employees want to feel like the work they do has meaning and impact – everyone including the janitor and the mail delivery clerk, to the president.

### CULTURE OF APPRECIATION

Meaningful workplaces are places that encourage gratitude and recognition.

### WORKPLACE AS COMMUNITY

Workplaces are places where we can hold significant social capital. Expressions of gratitude, connecting with others and feeling appreciated by colleagues helps build social capital in an organization, and contributes to a strong sense of community.

## TRENDS



### NEED TO FEEL VALUED

Employees need to feel valued and appreciated, especially in work environments framed by fiscal restraint, when it can always feel like they're being asked to do more with less. They want to be recognized for the creative ways they contribute to problem-solving and towards the advancement of the organization during challenging times.



# The Experiment

Issue 'thank you' collection cards to all employees. Over 3m, employees issue/collect 'thanks' via cards. Turn cards into HR for draws for coffee cards at the end. Analyze cards and survey participants.

- + **The Ask:** Dedicate \$300 towards \$10 coffee cards; small budget for printing cards for all employees. Resources to analyze, survey and report.
- + **Measurements:** Analyze cards for giving/receiving participation; how many turned in, etc. Survey for how the program made them feel.



**Thank You.**

