


OPEN GI AND PERKBOX:

Harmonising benefits, rewards and culture

-  468 employees
-  Technology industry
-  UK, Poland and Macedonia
-  40 Flexi points a month

Key challenges:

Providing a fair and consistent employee offering across all locations



Open GI is a software company that primarily develops products for the general insurance market. With over 40 years' of expertise, and almost 500 employees across the UK, Poland and Macedonia, the company has two clear goals – to be a tech partner of choice and an employer of choice.



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Nick Sturdy, Internal Communications Executive

Benefits across borders

Key to the second of those aims is an employee benefits package that works for people in all of their locations, something they previously struggled with.

Perkbox was built with this challenge in mind — a truly global app that allows businesses to offer benefits to every employee in every location.

Organisational Development Manager

Hayley Pearce says this has given them the consistency they needed.

"Our geographical spread means that we need that degree of consistency... Employee benefits are really central to our reward package and prior to Perkbox we had a degree of inconsistency and a lack of transparency around the type of benefits that we were able to provide. That is something Perkbox has most definitely solved for us."

Internal Communications Manager

Nick Sturdy believes this aligns perfectly with how the business likes to treat its employees.

"From a culture and engagement perspective, one really important thing we have here at Open GI is ensuring no parts of the business feel alienated from the rest of the company. So the way Perkbox can be applied in Macedonia and Poland as well as the UK means we have that level playing field."



Uncovering the unsung heroes

Another key part of Open GI's culture is showing appreciation for great work. Whereas previously this was done by senior leaders and managers, Perkbox's **Celebration hub** has enabled them to unlock **peer-to-peer** recognition. As Hayley explains, this means greater recognition of the company's unsung heroes.

"In previous schemes, where it's been senior manager or line manager led, it tends to be the more visible examples that you see. Peer-to-peer recognition means we can really see the examples we might not even have awareness of. So it's a great way to unearth those less visible examples."

The polls functionality also gives employees the chance to have their say, and Hayley finds it especially useful as it allows them to showcase their values even more.

"The polls on Celebration hub where you can vote for examples of great performance are really good for us, because we can thread our own values through that. It makes sure that we're always keeping the focus on values and behaviours which

we think are just as important as what someone delivers. Celebration Hub has been brilliant because it enables us to administer our scheme on something employees are really familiar with."

Different strokes for different folks

Catering for a variety of employee needs is a challenge for all businesses, especially those with a global presence. It's why Hayley thinks that Perkbox's **Global Reward** tool, which gives employees location-agnostic Reward points, is a key part of the employee experience.

"It's great that when you give someone a reward...currency isn't an issue. And they can of course spend their Reward points on something of their own choice. We know that because of the changing demographic, people want to feel like they are receiving something with them in mind. So the opportunity to choose something that works for them is really important. That's something we particularly like about Perkbox."



Meanwhile, the 4,000+ deals and discounts on **Perks hub** are another way to offer employees maximum choice. Open GI employees have collectively saved well over six figures, and Hayley says this part of the platform always receives *“really positive feedback”*.

Hayley adds that the events of the last few years — such as the shift to hybrid working, the increased focus on employee wellbeing, and the cost of living crisis — have made the Perkbox platform even more essential.

“Everybody’s looking for a way to save money and be smarter with their money, so it’s a great platform for that. Also on the wellness front — we embrace hybrid working at Open GI, and having Wellness hub available, so you can deal with the stresses and strains while at home, is a really current and appreciated part of the Perkbox offering.”

Good for growth

Perkbox has become part of Open GI’s day-to-day employee engagement efforts, both through the app itself and the ongoing resources we provide.

Hayley only sees the platform’s value going in one direction — and crucially, sees it as something that can scale up with the company.

“We know that it’s something employees use and enjoy. We know it’s contributing to the experience they get at Open GI and we’re more likely to attract and retain somebody. It’s something that can only add to employee engagement as we move forward.”

“Perkbox is absolutely core to our EVP and something that we just see growing with us.”



This is a boiled-down version of Open GI's success story.

You can find the full version [here](#).



Caring for, connecting with and celebrating your employees across the globe

Perkbox is a global benefits and rewards platform that allows companies to care for, connect with and celebrate their employees, no matter where they are or what they want.



We also host events, publish ebooks, write articles and create videos that will help you build a happy, healthy and motivated workforce.

See the platform in action

