



The TechnipFMC Story

The Situation

TechnipFMC is a global leader in subsea, onshore, offshore, and surface technologies with over 7,000 employees in North America alone. Technip and FMC Technologies recently merged to form the newly combined company, TechnipFMC. Like with most mergers, they have the challenge to blend the cultures of each company into one and create and reinforce a new culture of appreciation and high-performance.

The Solution

Leadership knew the importance of showing how much they appreciated their employees and decided a well-rounded recognition program was a great way to support the effort of unifying cultures. Both companies already had a legacy recognition program in place but after reviewing each, they decided to start from scratch and create a new solution.

A team was tasked to review several vendors qualified to manage a program of this magnitude. Ultimately, the final decision was to partner with Incentive Services. The decision was based mainly on Incentive Services "FLEX" management platform, their promotion & communication expertise, and the broad range of rewards.

Incentive Services partnered with the TechnipFMC team to design a strategy that would engage employees and managers and promote more frequent recognition. Multiple initiatives were designed and centralized in one platform:

- > Service Awards
- > Peer-to-Peer Recognition
- > Wellness Recognition
- > Management Spot Recognition
- > Automated Recognition Touchpoints



Results

The new "Elevating Excellence" Rewards and Recognition Program offers employees the opportunity to be recognized and appreciated by leadership, managers and peers for daily accomplishments and outstanding achievements that align with their new core values and foundational beliefs. They believe this program will be a major contributor in shaping positive emotions within the core of their workforce and ultimately prove to be powerful in creating a culture that will boost performance, productivity, profits, loyalty and drive the success of their organization.

In the first three months of the program, there have been over 1,500 recognitions. Over 25% of managers have engaged in recognizing their team members. The new Service Anniversary Milestone Acrylic has been positively received by employees. It has enhanced the meaning of the accomplishment and managers are embracing the concept of celebrating service milestones throughout the organization.



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