iomer

STAFF RECOGNITION · MICROSOFT 365

The iomer Recognition Solution

Laurel



Make good work visible, and make recognition fair.

Staff recognition that runs inside your Microsoft 365, with the rules, approvals and reporting to make it a real program.

RECOGNITION TYPES YOU DEFINE, WITH THE RULES YOU CHOOSE

Above & Beyond
Sender's manager approves

Safety First
Safety lead, then manager

Quiet Achiever
No approval needed

Customer Champion
Up to three a month

Values Award
HR panel, eight a quarter

WHY RECOGNITION MATTERS

Good work too often goes unnoticed.

Most organizations believe in recognition. The hard part is doing it consistently and fairly. A thank-you lands in a private chat and goes no further. The same few people get noticed while quieter work is missed. Awards run on email nominations, and nobody can say who has been recognized, by whom, or how often.

22%

of employees say they get the right amount of recognition for their work.

Gallup with Workhuman, 2024

45%

less likely to have left after two years, for employees who are well recognized.

Gallup with Workhuman, 2024

13%

of employees whose employer has a recognition program rate it excellent.

Workhuman and Gallup, 2023

What changes with Laurel

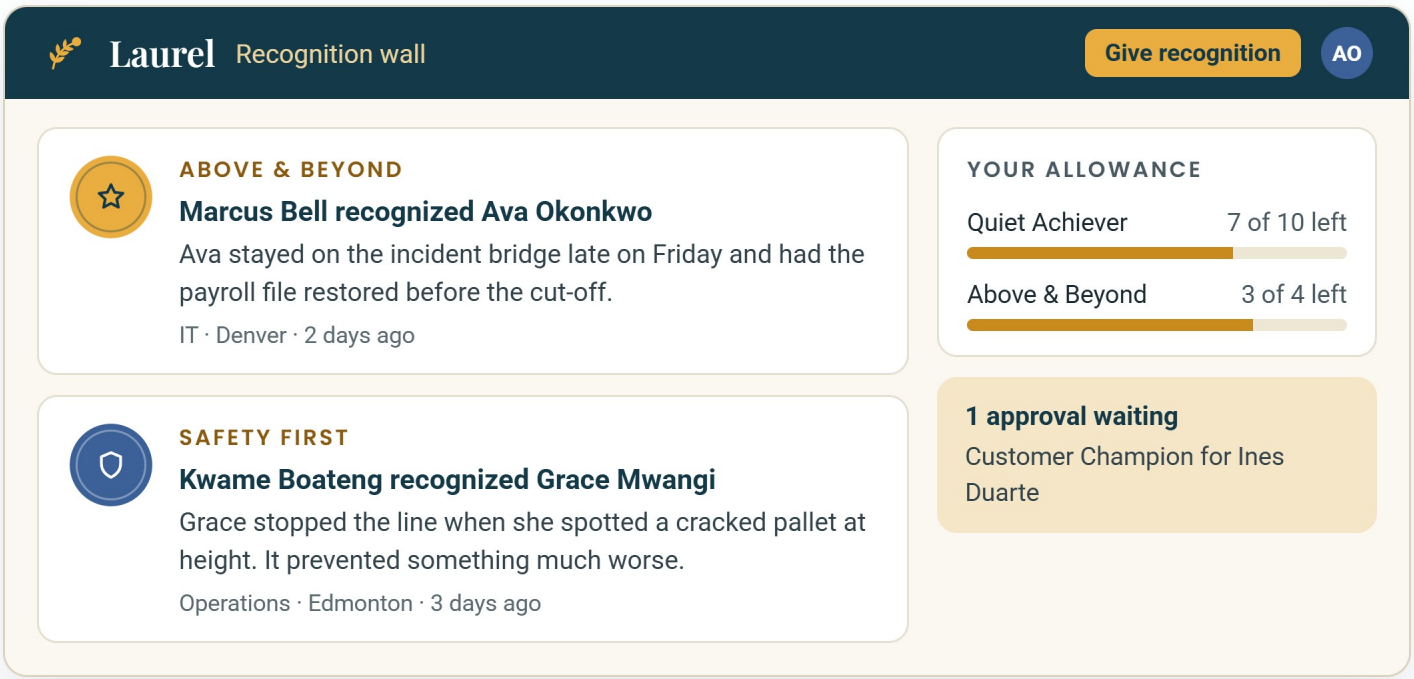
TODAY		WITH LAUREL
Thanks lost in a private chat	→	**Recognition on a wall everyone can see**
The same few people get noticed	→	**Managers see who has been missed**
Award nominations by email	→	**Nominations routed to the right approvers**
No way to tell if it is working	→	**Reporting by team, type and location**

Sources: Gallup with Workhuman, “Employee Retention Depends on Getting Recognition Right” (2024), based on employees tracked from 2022 to 2024; Workhuman and Gallup, “Empowering Workplace Culture Through Recognition” (2023). Both studies draw mainly on US workers.

HOW IT WORKS FOR YOUR PEOPLE

Easy to give. Fair by design.

HR sets the rules once. Everyone else just says thank you.



Illustrative recognition wall with sample data

EVERYONE

Say thank you in a minute or two

Pick people and a type, use three short prompts to say what they did, and it goes on the wall straight away or once approved.

MANAGERS

Approve, and notice who is missed

Approve or fix wording in one place, and see anyone on your team not recognized in 90 days.

SAFETY LEADS AND HR PANELS

Approve the awards that matter

Routes follow your org chart or go to a named role, in as many steps as you need.

PROGRAM OWNERS

Run the program, not a spreadsheet

Types, audiences, allowances, retention and reporting, all from one console.

- **Allowances and caps** — Per person and overall
- **Privacy choices** — Public or private
- **Optional rewards** — Only if you want them
- **Leaver rules** — From alumni to erasure
- **Audit log** — Every change on record
- **Reporting** — By team, type or month

BUILT ON MICROSOFT 365

Built on what you already own.

Laurel is a SharePoint solution, not another platform. Recognition records stay in your tenant under your own security, retention and data residency settings, people sign in with the Microsoft 365 accounts they already use, and it takes on your intranet's theme.

SharePoint
Lists hold recognitions, types, approvers and settings, on a site you own.

Microsoft Entra ID
People, managers and departments come from the directory IT already maintains.

Power Automate
Approvals, notifications, leaver handling and archiving run in the background.

How iomer delivers Laurel

1. **Discover** — Map your awards, types and approval routes
2. **Configure** — Set up the site, lists, flows and theme
3. **Pilot** — Run it with one team or location
4. **Launch** — Communications and admin training
5. **Evolve** — New types and support from iomer

About iomer

iomer is a Canadian digital workplace consultancy founded in 2000. We design Microsoft 365 and SharePoint solutions for organizations across North America, Europe and New Zealand, from intranets to the workflows that run on them.

People-centered systems with everyday impact.

Also from iomer: Journey, employee onboarding that runs inside your Microsoft 365.

See Laurel in action

Book a 30-minute walkthrough of Laurel, set up with recognition types like yours.

iomer.com
780-424-3122
contactus@iomer.com

Microsoft 365, SharePoint, Microsoft Entra and Power Automate are trademarks of the Microsoft group of companies.