# GAINING A 6X BOOST IN EMPLOYEE RECOGNITION WITH OKRS

Working in gaming is not always fun, especially when the task involves adopting OKRs from the scratch. A well-known name in the gaming industry from the Nordic region was going through the same problem, where they wanted a more seamless workflow for their employee recognition, feedback & goal-setting activities.

LAYING DOWN THE GAUNTLET

Majority of the workforce of partner organisation was already heavily reliant on Atlassian tools. Adding another standalone app on top of the existing ones was deemed to increase the pressure on employees. They wanted a solution that would integrate seamlessly with the Jira tools that were already in use in the organization – and the stage was set for UpRaise to take the limelight, with Employee Success.

FOLLOWING THE MAP
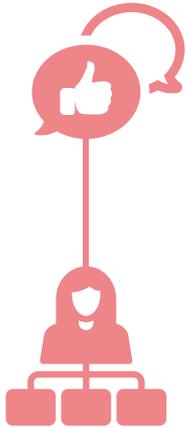
UpRaise for Employee Success is natively developed for Jira. It offers an integrated approach to employee feedback, goal setting & performance reviews. The app offers a very easy path for quick OKR adoption, but the partner organisation's approach was different.

UpRaise team worked closely with the COO of the partner organisation, as they first adopted the continuous feedback module in the app for employee recognition. This module offered invaluable context to the leaders of the partner organisation, by linking feedback to Jira tasks or OKRs. The continued success of this module for over a quarter led to the beginning of embedding OKRs into their cultural fabric.

THE TREASURE AT THE END

6X

The adoption of Upraise for Employee Success increased the frequency of employee recognition & feedback activities from once a quarter to at least 6 times a quarter. The increase in the morale of the teams and other unquantifiable advances were a bonus

LEARNINGS ON THE JOB

It is possible to bridge the gap between the current organisational review culture to that of OKRs in small increments; starting with a module that is more culturally apt to the organisation, while reducing the friction of using too many tools is essential to the success of OKR adoptions.

upraise