



REWARDS & RECOGNITION

“After the battles, comes the reward! So, here’s to all your endeavors!”

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Who can be the worthy recipients of these awards?

All full-time employees of Redseer

Objectives

The objectives of the Awards are to:

- Recognize significant and outstanding value-added contributions of the employees while performing their duties despite various constraints.
- Recognize and promote positive behaviors that support individual, workgroup, unit, team, department, organizational mission and business goals and objectives.
- Create “role models” for others to emulate and surpass.
- Set standards of high performance and encourage a team-oriented work culture.

The Process To Win

The nomination process is open to the entire organization. People can nominate anyone across business units / levels.

Now for the exciting part...The Award Categories!

The Award Categories

Awards are Redseer's way to say we appreciate and value your contributions. It is an attempt to create beautiful memories that inspire all of us on this journey.

Redseer Champions Club Award

Behind every Champion winner, along with the hours and weeks and months they spend to slay the competition, are the proverbial men and women who do the hard work!!!

It is given to the best all-rounder performer.

This is a Quarterly Event and is given to the best all-rounder performer.

Redseer's Champions Club (RCC) is organized at the end of each quarter and facilitated by the HR Function and the council members.

The CEO's Medal

Office chatter terms it as the Ultimate Award. The award is presented to any Redseer employee who has created a visible organizational impact and is a flag bearer of the organization's culture and values. A role model for all employees to emulate.

Rising Rock Star

Rock Stars know how to perform and have fun while doing so!

At Redseer, a Rock Star is the employee who has understood Redseer's way of working and exceeded all expectations on project performance.

Eligibility: Employees with tenure of less than or equal to 6 months.

ACE (Always Creating Excellence)

This award is given to the one who does all ordinary things in an extraordinary way!

Any employee who has gone the extra mile to motivate the team in difficult/exigent situations (shall include aspects of Decision Making, Client Engagement, Branding etc.,).

Eligibility: All Redseer Employees.

Behind the Scene

This trophy is earned when no one is watching or tracking a performance.

Any employee that has gone above and beyond the call of duty to successfully deliver a project. (Clearly demonstrating Redseer DNA and best practices of Project Management).

Eligibility: All Redseer Employees

Mountain Movers

The hardest climb always ends with the best view.

Awarded to the Best Project Team of the Quarter and is measured by the overall project success with zero client escalations and enhanced delivery standards that sets a benchmark for future delivery.

Eligibility: All Redseer Employees

Spot Awards

Try! try! and you will definitely succeed award.

This award is given to an employee as recognition for their exceptional contributions to a specific project or task. Open throughout the year.

Eligibility: All Redseer employees.

Milestone Award

Persistence Pays!

Awarded as recognition for completing 5 years in the organization.

Eligibility: Employees who have successfully completed 5 years.

PN: All awards except Mountain Movers are individual awards.

Award Category	Criteria	Eligibility
The CEO's Medal	Has created visible organizational impact and is a flag bearer of the organization's culture and values - A role model to be followed.	All Redseer Employees

Rising Rock Star	Has understood Redseer's way of working and has exceeded expectation on the project performance.	Employees with tenure of less than or equal to 6 months.
ACE (Always Creating Excellence)	Has brought in client delight and has gone the extra mile to motivate the team in difficult / exigent situations (shall include aspects of Decision Making, Client Engagement, Branding etc.,).	All Redseer Employees
Behind the Scene	Has championed the overall successful delivery of the Project by being the backbone of the project. (Clearly demonstrating Redseer DNA and best practices of Project Management).	All Redseer Employees
Mountain Movers	Awarded to the Best Project Team of the Quarter and is measured by the overall project success with zero client escalations, enhanced delivery standards that will set as a benchmark for future delivery.	All Redseer Employees
Spot Awards	This award is given to the employee to recognize their special contributions, as they occur, for a specific project or task.	This award is available throughout the year and for all Redseer employees.
Milestone Award	Awarded as a recognition for completing 5 years in the organization.	Employees who have successfully completed 5 years.

PN: All awards except Mountain Movers is an individual award.

Key Content

If you have any queries, please contact the HR Team at, you can also connect with your Reporting manager.

Disclaimer

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The framework of the R & R program is subject to change based on the organizational needs and the same will be communicated to all the employees.

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