

# 3M Company

## Introduction

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This case study of 3M Company is based on a May 2023 survey of O.C. Tanner customers by TechValidate, a 3rd-party research service.



“Employees love the ability to recognize peers.”

“The service anniversaries is a great tool to increase efficiencies.”

“Great catalogue for redemption. Easy to use for recognition to build employee culture.”

## Challenges

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The business challenges that led the profiled company to evaluate and ultimately select O.C. Tanner:

- Recognizing at scale
- Needing to create, replace, modernize, or consolidate recognition program(s)

## Use Case

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The key features and functionalities of O.C. Tanner that the surveyed company uses:

- Daily recognition
- Nominations
- Group Deposits (company-wide recognition)
- Career anniversaries
- Initiatives
- Awards (gift cards, merchandise, experiences)

## Results

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The surveyed company achieved the following results with O.C. Tanner:

- Employees feel a greater connection between their work and the organization’s purpose
- Improved employee fulfillment in their job
- Improved recognition scores
- Improved frequency of recognition moments
- More consistent recognition
- More visible recognition

### Company Profile

Company:  
**3M Company**

Company Size:  
**Global 500**

Industry:  
**Chemicals**

### About O.C. Tanner

O.C. Tanner helps organizations inspire and appreciate great work. Thousands of clients globally use our cloud-based technology, tools, and awards to provide meaningful recognition for their employees. Learn more at [www.octanner.com](http://www.octanner.com).

**Learn More:**

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