See how *Elite* uses Nectar to strengthen culture, connect remote teams, and align recognition with company values from day one.

ELITE	**Industry:** Professional Services	**Employees:** 350-500
	Location: Global (Remote)	**Products:** Nectar

Elite is the trusted automation platform for law firm financial operations across most of the Am Law 100 and Global 100. Founded in 1947, Elite has guided firms through every technology shift, and today delivers the only AI-enabled SaaS platform that unifies financial, invoice, time, and data management into a single system of action. With embedded AI, predictive analytics, and integrated payments, Elite's products enable firms to shorten billing cycles, reduce write-offs, and unlock firm-wide insights — making financial operations the foundation for law firm innovation and growth. Learn more at elite.com.

> **Nectar transformed recognition from an occasional gesture into an everyday culture-driver that connects our people, values, and business goals.**

Danielle | HR Culture & Engagement Lead at Elite

Challenges

Loss of Recognition Platform After Spin-Off

“When we became our own independent standalone company, we had nothing anymore. Employees were saying, 'Oh my gosh, this went away. We miss it. We want to have a place for us all to recognize each other' because they felt that was a missing link in the culture.”

Connecting a Fully Remote Global Workforce

“We're a fully remote company across multiple countries. When you're remote, you can't just go to the water cooler and meet someone new. You have to be way more intentional about creating connection and visibility across teams.”

Building a Values-First Culture

“We published our new Elite values in 2024. We wanted people to start talking about them and have it become part of our everyday. The previous platform was more focused on the rewards, whereas we wanted to establish a new program focused on the values of Elite and let that be the driver: values first, then rewards secondary.”

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Solutions

Strategic, Values-Aligned Rollout

“We involved leadership early on. Our CEO and CHRO drove the initiative and communicated the excitement about Nectar to the entire company. We branded the program around our company values to make it feel uniquely Elite. We took a multi-channel approach: leader toolkits, launch videos via town hall, training sessions across all geographic locations, an internal SharePoint page, and weekly Nectar tips in company communications.”

Data-Driven Insights for Leaders

“Leaders can see which managers are giving recognition, because it kind of starts from the top. We look at how many shoutouts are sent by department and which core values are being used most. The analytics help us understand where recognition is thriving and where we need to encourage more engagement.”

Seamless Microsoft Teams Integration

“We installed Nectar in our Teams instance, so it's really easy. It meets our employees where they're at, and they can easily give recognition right from Teams - a workspace they're already in every day.”

Recognition Embedded in the Employee Journey

“We tied recognition to key moments - onboarding milestones and work anniversaries - so it became part of the rhythm of how we celebrate success. I even see new hires using it on their first day, thanking everyone who helped with their onboarding. That was such a genuine moment; it showed how quickly new employees feel empowered to participate in our recognition culture.”

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Transforming Values into Action

Nectar helped us turn our values from words on a wall into meaningful, everyday actions that our employees live out and celebrate.

Impact

Recognition Becomes Part of Everyday Culture

“The biggest change has been how visible recognition has become. It's no longer something that happens quietly; it's part of our culture now. Seeing leaders use Nectar to celebrate team wins and employees recognizing peers they might not work directly with has really fostered a sense of community.”

Cross-Functional Teams Celebrate Together

“One standout moment was when a cross-functional project team used Nectar to thank each other after completing a major system migration. The recognition thread was full of gratitude, humor, and genuine pride, and it perfectly captured what we wanted this program to achieve.”

Strong Adoption and Engagement

“Even in the first few months, we've seen strong adoption. Employees are actively engaging with the platform, giving and receiving recognition across departments and regions. Qualitatively, the feedback has been overwhelmingly positive. People feel more connected to the broader organization, especially those in remote or global roles. Recognition is happening more frequently and meaningfully, and leaders are noticing the morale boost within their teams.”

New Hires Feel Connected From Day One

“One that really stood out was when a new hire sent recognition in Nectar on their very first day, thanking everyone who had been part of their onboarding process. It was such a genuine moment; not only did it show how seamless and welcoming our onboarding experience is, but it also demonstrated how quickly new employees feel empowered to participate in our recognition culture. It sparked a wave of replies from teammates and leaders across departments, and it perfectly captured what we hoped to achieve with Nectar: creating a sense of connection, appreciation, and belonging from day one.”

A Catalyst for Culture

“Nectar isn't just a platform; it's a catalyst for culture. It makes recognition easy, meaningful, and aligned with what truly matters to your organization. If you invest the time to personalize it around your values and leadership framework, the impact on engagement and morale is immediate and lasting.”

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