



Case Study

Creating Community @ The University of Guelph



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University, Seeking Connection

The pandemic hit a lot of organizations hard, but universities faced a particularly difficult set of circumstances. They had to figure out how to provide quality learning to students, staff, and faculty remotely, determine when to transition back to hybrid or in-person options, and keep morale up through it all.

The University of Guelph, based in Ontario, was no exception to these challenges. Guelph is a large university with nearly 30,000 students, and their thousands of employees span numerous departments and geographical locations. When physical connections weren't possible for those people working off campus, they wanted a way to centralize their efforts for connection among staff.



“Kudoboard gave us that simple, right at your fingertips solution that everyone across campus could use.”

Linda Watt

*Director of Learning and
Organizational Development*



Expressions of appreciation from managers to staff and from colleague to colleague began to emerge immediately as Kudoboard provided an easy-to-use mechanism for real-time expressions of appreciation."

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From Conversations to Collaboration

The opportunity to enhance the employee experience was first initiated as the University of Guelph held discussions across campus about performance success. University employees desired greater connection, and the avenue for managers to provide it was through **"quality conversations"** within their teams. Finding ways to express appreciation in a non-monetary way was a challenge they wanted to pursue.

Shout Outs with Kudoboard

One specific way the University of Guelph used Kudoboard was for their monthly "G" Thanks! Program. Each month the university opened a new Kudoboard, on which employees from all over the organization could nominate someone who deserved a shout out for their exceptional work.

At the end of the month, a randomized drawing selected the winner who received a prize and was further recognized by their immediate team.

"General awareness is raised when everyone can see others being recognized. You're learning more about your entire organization as you see nominations coming in."

A Kudoboard for Every Event

Beyond “G” Thanks, the University of Guelph also used Kudoboard for various events throughout the year.

Whether [celebrating women in science](#), coming together for a [fall foliage photo contest](#) or allowing colleagues to share [photos of their beloved pets](#) – Kudoboard served as the perfect platform to keep everyone connected. Staff at Guelph even created a Kudoboard so university employees could share what they did over the summer.



“It was really meaningful. There were weddings, new babies, cool vacations, fun photos, lots of interesting stuff.”


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Closing Thoughts

From colleague appreciation to community-building, the University of Guelph has found ways to bring their organization together with the tools that Kudoboard provides. They're moving confidently into the hybrid world with a renewed sense of connection and the positive spirit of appreciation.

Thank you, University of Guelph, for inspiring us to find ways to come together.



"We chose Kudoboard for the wider use cases. Unlike many competitors which offer more narrowly focused services, we could use Kudoboard for all sorts of elaborate celebrations."

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