

# HANDS UP INCENTIVES

*Travel with a transforming touch*



“Many of us take education for granted. This is our way of giving something back. And the trip gave our employees an insight into the local culture – they are thrilled to have experienced that first-hand in Cambodia.” - Martin Hellawell, MD

## Softcat renovates Cambodian school

### Background

Softcat, *The Sunday Times* best small-to-medium sized company to work for in 2010, sells and supports products and solutions from the world's leading IT companies.

The company believes that great customer service depends on happy and passionate staff and is always looking for new and innovative ways to reward and motivate its growing team.

### Requirements

Following a consultation with a number of incentive trip providers the Softcat employees chose a socially responsible adventure that would incorporate close of cultural interactions and doing something positive.

### Planning

A number of destinations were shortlisted and finally a luxury trip to Vietnam including a revitalizing project at a school in Siem Reap, Cambodia were chosen by the management team.

Considerations were:

- Budget
- Level of accommodation
- Activities
- Impact of the project

### Maximizing Impact

1. To ensure a significant need was addressed, consultations were held with the elders of several villages and a priority village was identified.
2. The local villagers highlighted the school as a priority.
3. Along with the building and resources the parents also wished that some children could have financial support for extra tuition and transportation.

### Incentive Structure

A 10 day incentive trip, including 2 days of volunteering, covering Cambodia and Vietnam was developed. Hands Up Incentives managed all logistics:

- Flights
- Visas
- Accommodation
- Meals
- Transfers
- Activities & excursions
- Welcome dinner in a temple
- Teambuilding & volunteering

### Impact on employees

- An astonishing 92% of the participants stated that the two days they spent completing the building project were the highlight of their 10-day incentive trip.
- 88% of the participants stated that it was the best ever incentive trip they have attended
- All felt that their intervention had a very positive or positive impact on the children
- 92% felt that the volunteering had a very positive impact on themselves

### Volunteer project impact

Thirty-seven willing volunteers helped alongside local builders and families to build a new library and refurbish existing classrooms and gardens

\$14,000 was donated for renovations

\$2,000 was donated for library books

\$4,000 was donated to provide 20 scholarships for the poorest students to be able to stay in education, and bicycles for transportation (some children have to walk 9 miles each way to school).

“Working with the school was certainly our group’s highlight. We gained a real insight into the culture, how people live and hopefully gave something back to the children.” - Shelley Ferrigno, recruitment manager

“Once we had finished the project, we played a huge game of football. There were nearly 50 people on the pitch, and the kids were incredible. Five-year-olds in bare feet tackled us fearlessly.” – Peter Kelly CEO

