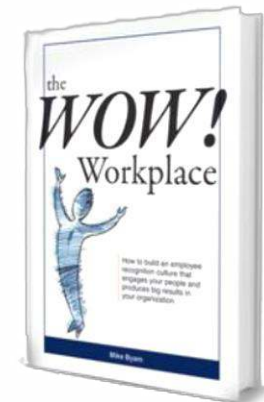


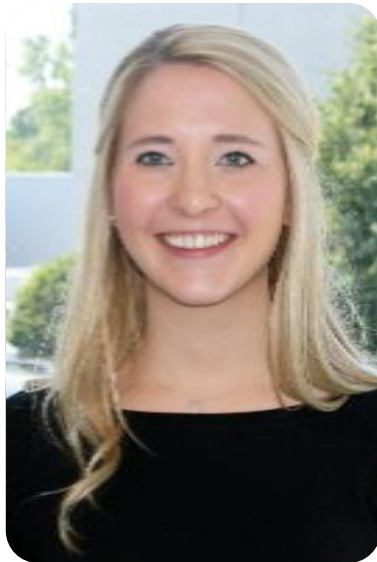
5 Things to Know About Employee Recognition in 2017



Mike Byam
Author of *The WOW! Workplace*
Managing Partner, Terryberry



Meet the Recognition Experts via **Chat**



Amber Zaucha
Grand Rapids, MI



Alex Allion
Phoenix, AZ



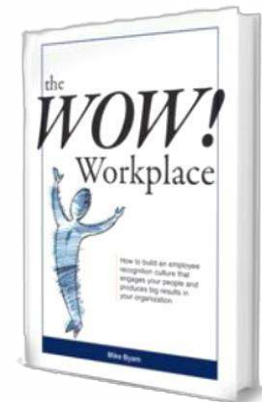
Jenny Watkins
Savannah, GA

5 Things to Know About Employee Recognition in 2017



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Agenda

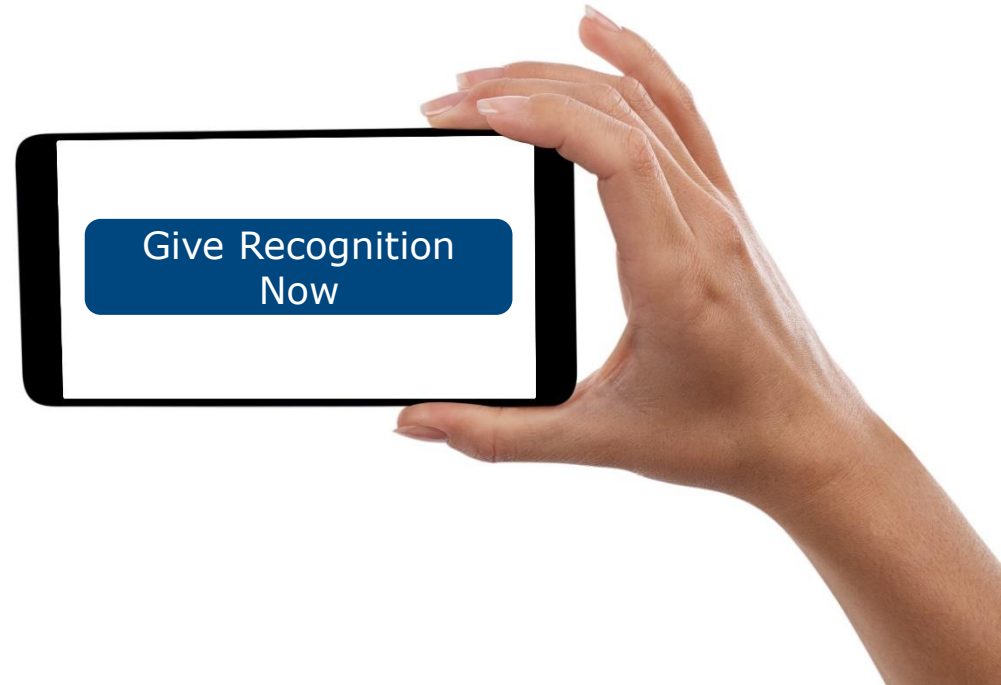
1. How does smartphone technology impact your employee recognition program?
2. The employee recognition metrics you should be watching
3. Millennials in management and what it means for your recognition program
4. How staff empowerment impacts your recognition culture
5. How and why to use a central hub for recognition organization-wide



1

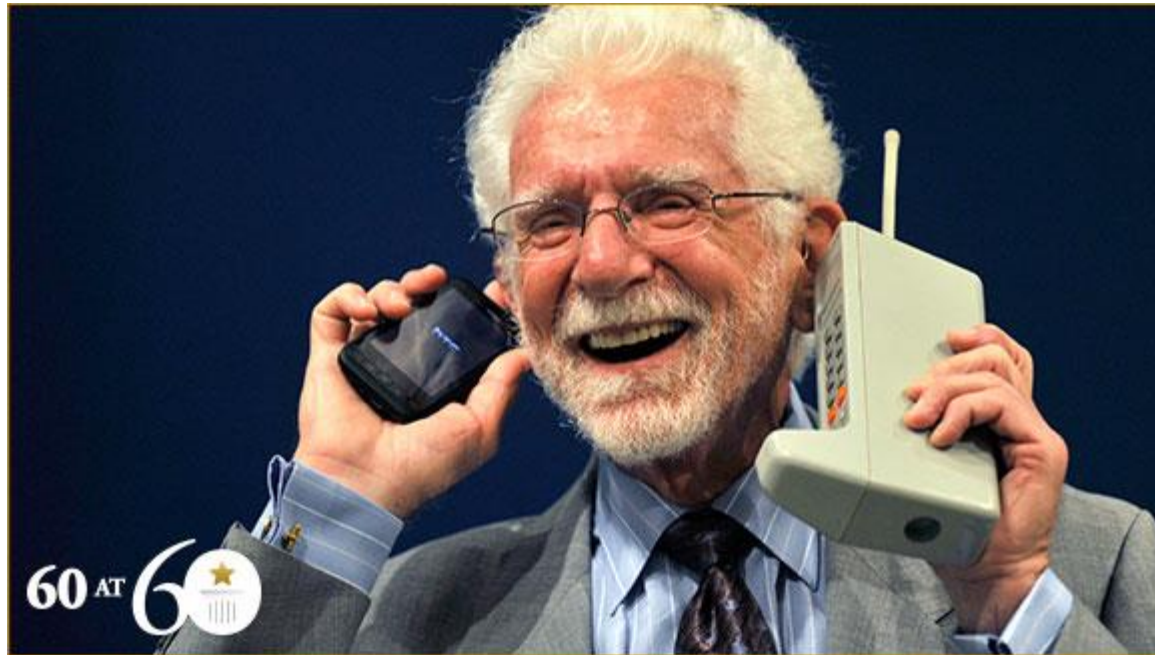
Mobile communication will be the norm

What is your mobile
recognition strategy?



1973

The mobile phone was invented



Poll

Is your recognition program accessible by smartphone? (select all that apply)

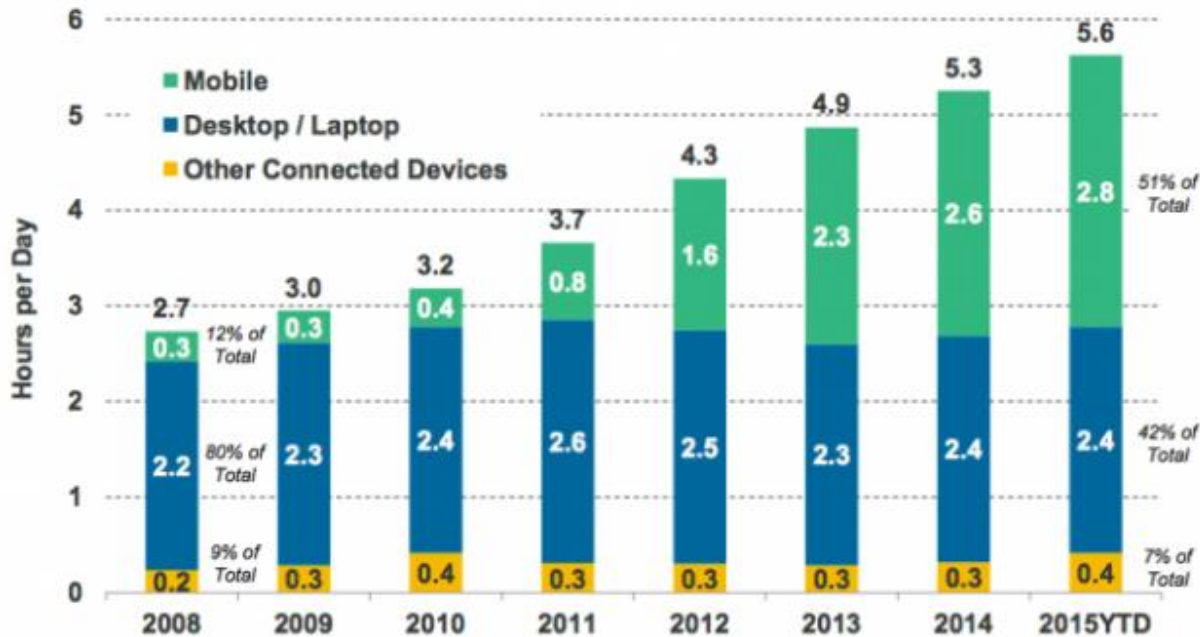
- A. Yes, fully accessible by smartphone
- B. Some elements are smartphone accessible
- C. No smartphone accessibility



Trending Mobile Usage

Internet Usage (Engagement) Growth Solid
+11% YY = Mobile @ 3 Hours / Day per User vs. <1 Five Years Ago, USA

Time Spent per Adult User per Day with Digital Media, USA,
2008 – 2015YTD



In 2016 users spend on average 3.3 hours per day on a smartphone



**53 % of Millennials
would rather give up
their sense of smell
than lose access to their
smartphone**



<https://www.scribd.com/doc/56263899/McCann-Worldgroup-Truth-About-Youth>



70% of employees use their smartphones at work

60% of employees use apps for work-related activity

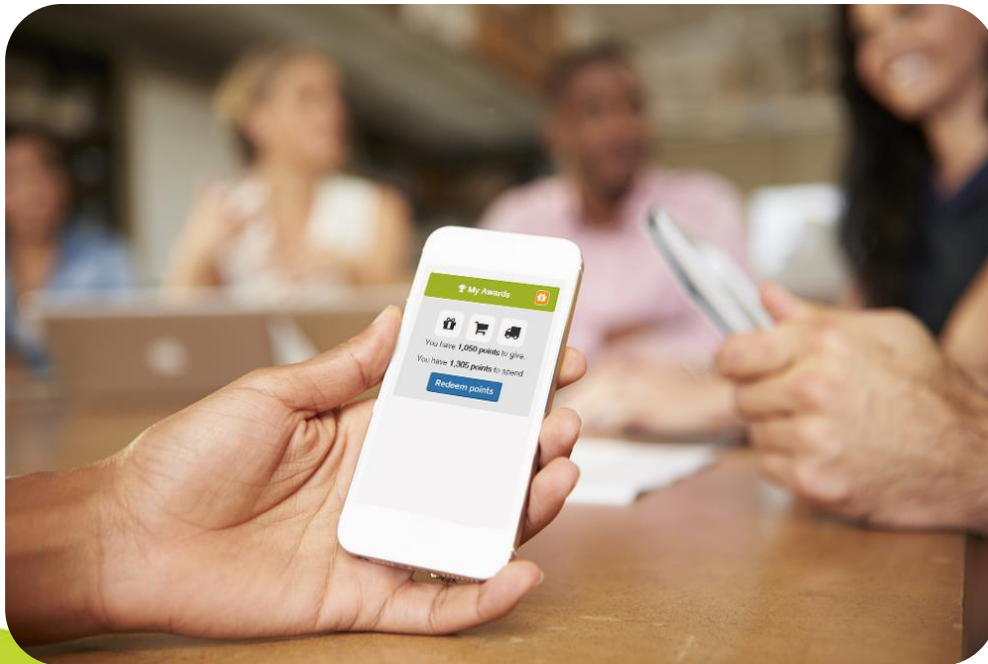
71% spend over two hours a week accessing company information on mobile

1. [Zdnet](#)
2. [Digital Strategy Consulting](#)
3. [iPass](#)
4. [Fierce Mobile IT](#)

Smartphone Technology and Employee Recognition

Is your mechanism for giving recognition mobile accessible?

Can employees receive recognition notifications and redeem awards via their device?



Mobile connectivity improves the recognition experience and makes your recognition program more accessible

2

Metrics-Based Recognition will Increase



Poll

Does your organization use objective analytics in your employee recognition program?

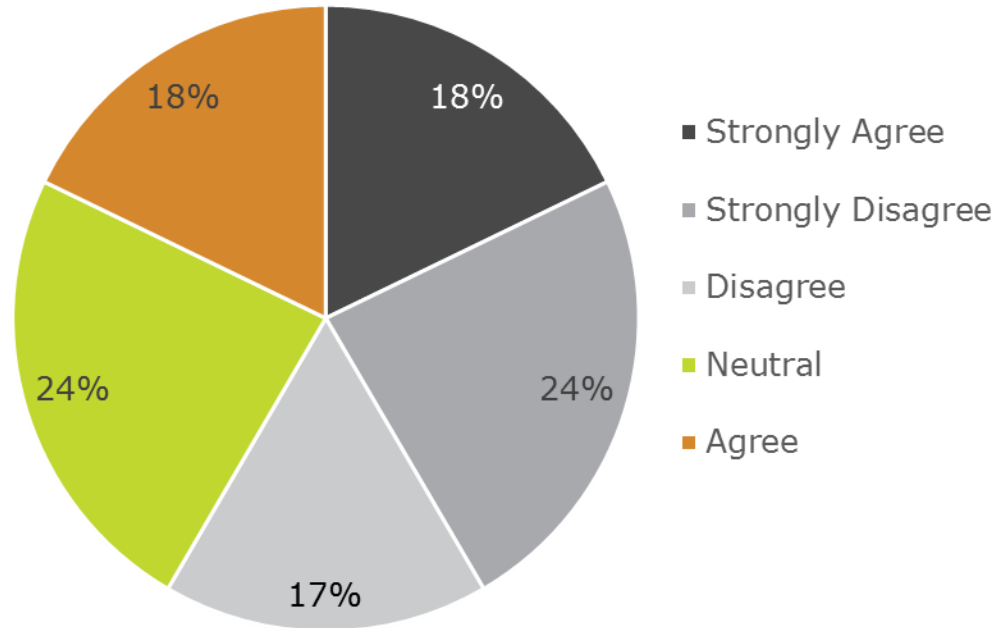
- A. Yes, we utilize analytics software technology in our recognition program
- B. Yes, we measure recognition data manually
- C. No, we don't use recognition analytics



2

Metrics-Based Recognition will Increase

Only **36%** of HR pros feel they have useful measures of the impact of their employee recognition program



<https://www.terryberry.com/wp-content/uploads/2016/08/Terryberry-EmployeeEngagement-Whitepaper.pdf>

Less than 15% of organizations use analytics technology in their recognition program

<https://www.terryberry.com/wp-content/uploads/2016/08/Terryberry-EmployeeEngagement-Whitepaper.pdf>

43% of Best-in-Class organizations have access to metrics on recognition efforts

<http://go.globoforce.com/rs/globoforce/images/AberdeenReportNovember2013.pdf>

What Should You Measure?

Engagement

- Participation rate
- Participation trending
- Hierarchy data

Employee Performance

- Recognition given
- Recognition received

Award Categories

- Recognition by criteria



What should you do with your data?

Engagement

- Increase awareness if participation rates fall
- Identify recognition champions, consider mentor roles
- Coach red flag users

Performance

- Identify top performers
- Use content in performance reviews and formal recognition presentations.
- Reinforce what employees are doing right!

Award Categories

- Gain insight on how staff interprets core values



3

Millennials will Take on Leadership Roles



What does this mean for your recognition program?



Terryberry

Poll

What percentage of your management team is made up of millennials?

- A. None
- B. Less than 10%
- C. 10-20%
- D. 20-40%
- E. 40%+



Millennial Leaders

96% of Millennials aspire to have a leadership role ([Virtuali](#))

40% of Millennials already have 4 or more direct reports ([colliers](#))



Millennial Leaders

43% said their motivation to be a leader
was to “Empower Others”
(only 5% said their motivation was money)

<https://workplacetrends.com/the-millennial-leadership-survey/>



Terryberry

What do Millennials feel are the most valuable leadership skills?

Figure 3. Leadership Skills

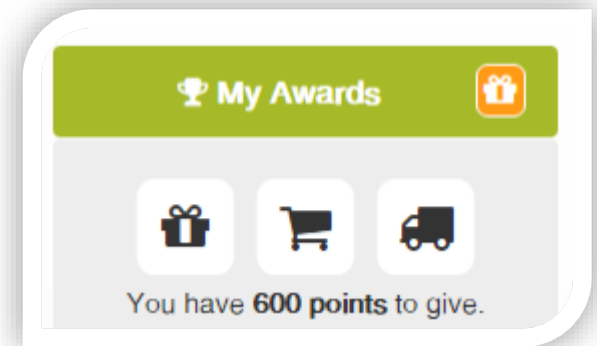


Implement training

- How does the recognition program work
- Why it is in place
- How to give recognition in alignment with organizational values and objectives

Utilize technology

- Smartphone capable
- Social media style interaction



Create accountability

- Visibility helps leaders self-manage
- Hold leaders accountable to recognition goals



4

Workplaces will Shift Toward Greater Staff Empowerment

How can employees be empowered in your recognition program?



Organization-wide Visibility

who's being recognized and why

Individual Recognition Profile

access to personal awards history

A Voice in the Organization

employees can recognize coworkers who demonstrate company values



Social Employee Recognition Systems Will Grow Exponentially



fmi



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Lean Strategies will Move Businesses Toward Centralized Systems

What's the impact of a centralized recognition hub?



Poll

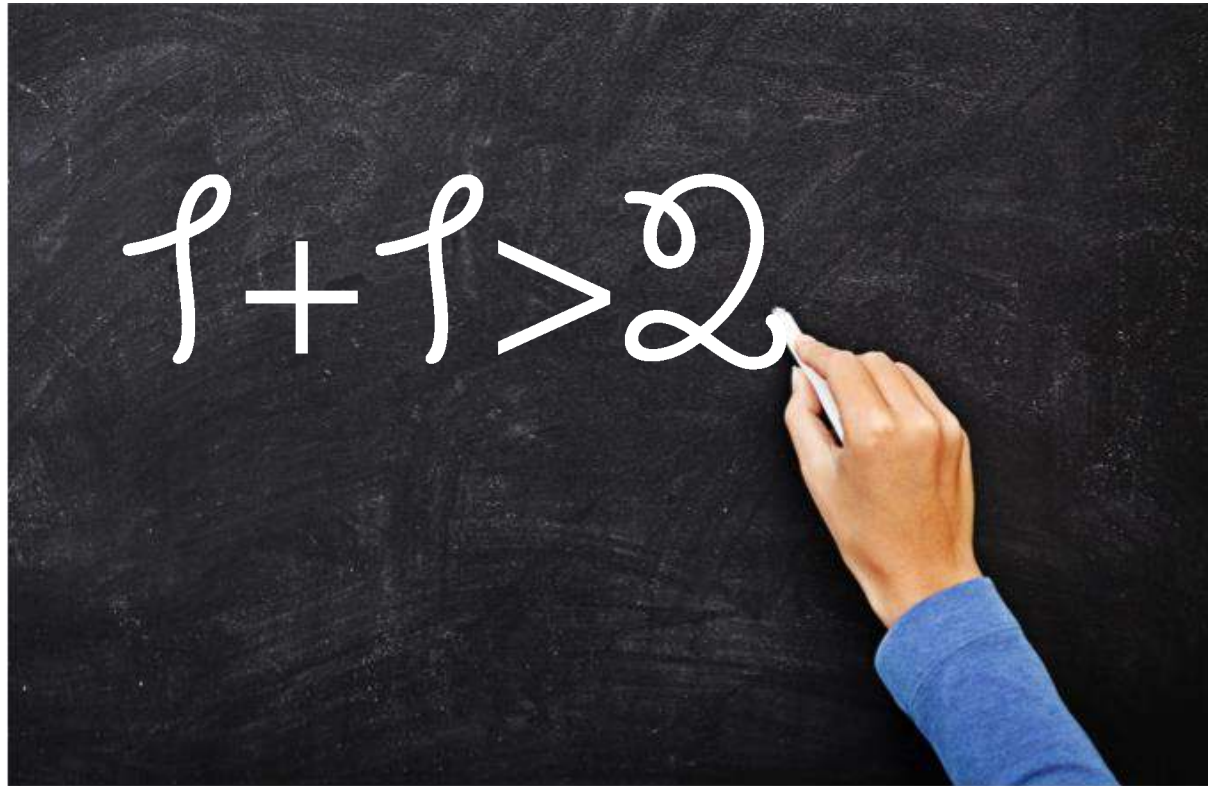
Which best describes the framework of your recognition program?

- A. One centrally managed, organization-wide platform
- B. Multiple programs, centrally managed
- C. Varies by department or location
- D. We don't have a recognition program
- E. Other



“

The whole is greater than the sum of its parts
-Aristotle

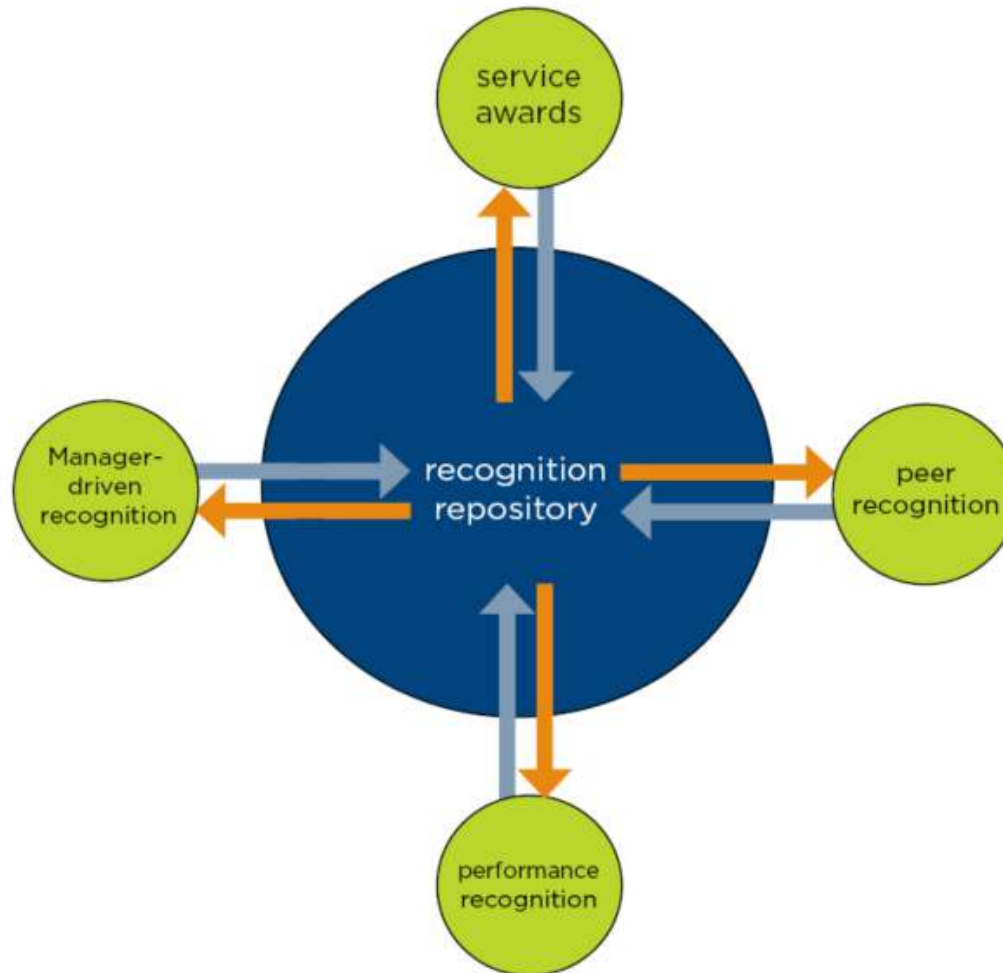


Why Centralize?

- Consistent company messaging
- Level employee experience
- Better metrics
- Efficient management
- Greater Impact



Bi-Directional Influence



Recap

2017 Preparedness Checklist

1. Mobilize
2. Measure
3. Millennialize
4. M-power staff
5. Move toward centralization



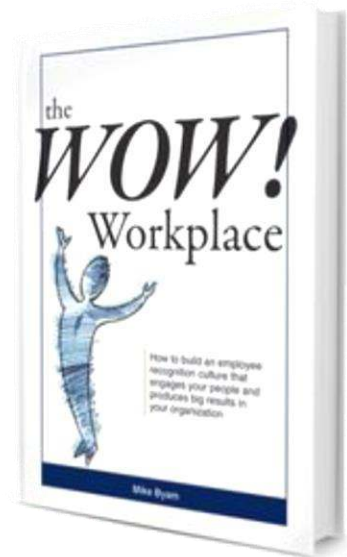


Q&A

with

Mike Byam

Author of *The WOW! Workplace*
Managing Partner, Terryberry



To learn about Terryberry's recognition programs & services, visit www.terryberry.com



For specific questions, contact Mike Byam m.byam@terryberry.com



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This program is pre-approved for **ONE** General HRCI Credit, **ONE** SHRM PDC and **ONE** WorldatWork Credit



HRCI ORG-PROGRAM: **300437**



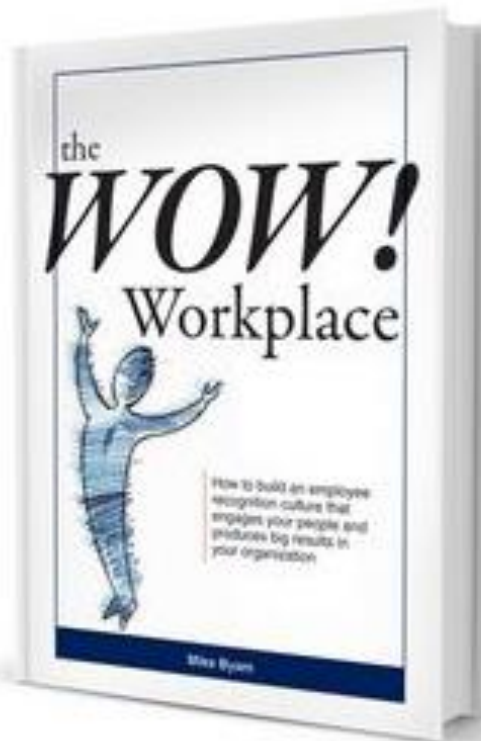
SHRM Activity ID: **16-WOKRG**



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The WOW! Workplace

by Mike Byam



In *the WOW! Workplace*, you'll find page after page of real-world recognition ideas from top businesses like Stanley Tools, Google, Wegmans, and more. A practical guide and a great training tool for management teams.

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