REASONS WHY EMPLOYEE **RECOGNITION IS TOPPING** THE CEO AGENDA

• 7 LOW COST WAYS TO START

Gallup determined that companies with higher levels of employee engagement enjoyed

AND



50% higher levels

of productivity,





13% less employee

turnover,





profits,

and 50% higher customer satisfaction

than companies that measured in the bottom 25% in employee engagement.

DRIVE BETTER BUSINESS RESULTS



OF COMPANIES THAT USE PEER-TO-PEER RECOGNITION HAVE SEEN MARKED POSITIVE INCREASES IN CUSTOMER SATISFACTION.



OF SENIOR MANAGERS VIEW RECOGNITION PROGRAMS AS AN INVESTMENT RATHER THAN AN EXPENSE.





Delta launched a massive employee recognition program in 2007 and measured the results via a web-based platform with information from focus groups, surveys, and feedback. Delta reported a 564% return on investment from their recognition program. In those organizations in which individual employees or



teams are recognized, the entity's average core for employee results was approximately 14% higher than in organizations in which recognition does not occur.

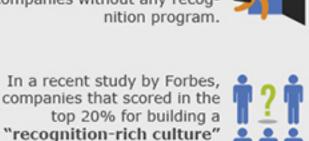
LOWER TURNOVER RATE

ognition reported a mean employee turnover rate that is 23.4% lower than retention at companies without any recognition program.

enjoyed a 31% lower volun-

tary turnover rate.

Companies with strategic rec-







recognition programs in place exhibit 28.6% lower frustration levels than companies without recognition programs.

Organizations with strategic



Research suggests that a direct replacement of an employee can cost as much as 50-60% of his annual salary, but the total costs associated with turnover can range from 90-200 percent.

IMPROVE EMPLOYEE ENGAGEMENT



When companies spend 1% or more of payroll on recognition, 85% see a positive impact on engagement.



managers was rated the top motivator for performance, beating out other noncash and financial incentives, by a majority of workers (67%).

Praise and commendation from



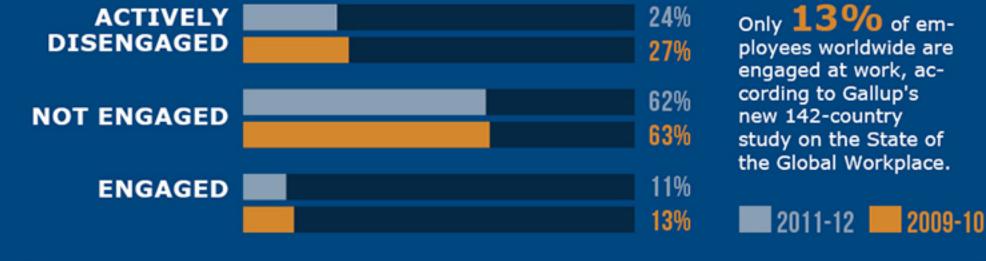
improve engagement, 58% of respondents replied: GIVE RECOGNITION

When asked what leaders could do more of to

DEFINITION: EMPLOYEE ENGAGEMENT IS THE EMOTIONAL COMMITMENT

THE EMPLOYEE HAS TO THE ORGANIZATION AND ITS GOALS.

LOW EMPLOYEE **ENGAGEMENT STATISTICS**





At the regional level, Northern America

(that is, the U.S. and Canada) have the

highest proportion of engaged workers, at

Further

29%

followed by Australia

and New Zealand, at





results:

10%

MIDDLE EAST AND

LATIN AMERICA

COMMONWEALTH OF INDEPENDENT STATES AND NERABY COUNTRIES

18%

SOUTHEAST ASIA WESTERN EUROPE

14%

6% 10%



10%

SOUTH ASIA

SUB-SAHARAN

EAST ASIA

Call an employee Profile Send a Office to your office to recognized handwritten

note.

RECOGNIZING EMPLOYEES TODAY

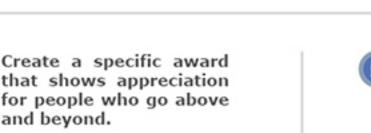


Create a specific award that shows appreciation

and beyond.

employees in

a newsletter.



individual



Include praise as an agenda item at staff

thank them (don't

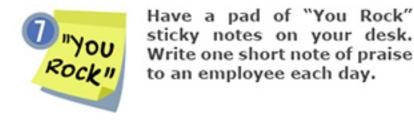
discuss any other

issue).



achievements by using employee's names when preparing a status report.

Acknowledge



sticky notes on your desk. Write one short note of praise to an employee each day.





Contact us



www.facebook.com/TerryberryCompany

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