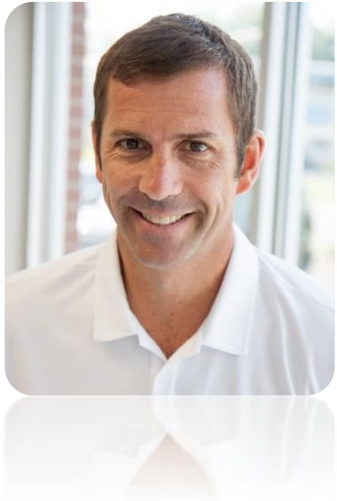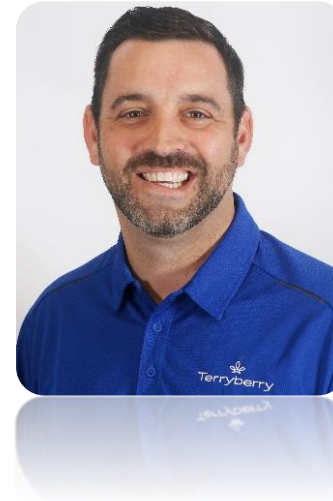# Build a Culture of Safety, Wellness & Engagement Using Employee Rewards and Recognition

Mike Byam
Author of *The WOW! Workplace*
CEO, Terryberry

Mike Kelleher
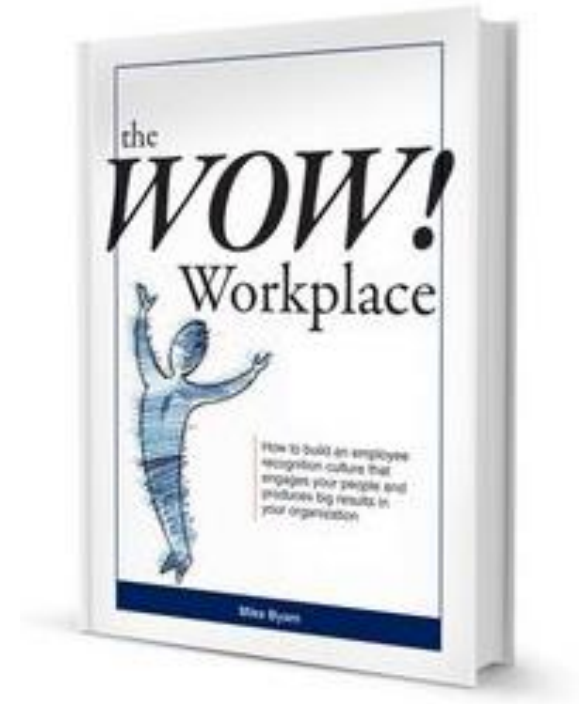Director, Honoring Performance
Division, Terryberry

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Have a question?
Chat in and receive feedback immediately

Terryberry

WOW us and *Win!*

If we address your question live, you'll receive a complimentary copy of "The WOW! Workplace" by Mike Byam.

Get involved and **be recognized!**

Q&A will take place at the end of the webinar, but you can submit questions any time using your tool tray on the right side of your screen.

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Recognition is the best way to reinforce the attitudes, behaviors and contributions (ABCs) that make your organization go.

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Poll

Does your organization have an employee safety awards program?

- ❑ Yes
- ❑ No
- ❑ Just getting started

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Poll

Does your organization have an employee wellness program?

- ❑ Yes
- ❑ No
- ❑ Just getting started

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Why Businesses Need More Effective Employee Recognition

Only **40%** of employees feel adequately recognized by their supervisor.

36% of employees said they **haven't** received any form of recognition in the last year.

88% of businesses indicate they recognize their employees.

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"Rule No. 1: Never lose money; Rule No. 2: Don't forget Rule No. 1."

\- Warren Buffett

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Employee Engagement Impacts Workplace Safety

Workplaces with high levels of engagement saw fewer accidents than those with lower engagement.

Specifically, business units among the top 25 percent of engaged workplaces saw **70 percent fewer incidents** than those in the bottom 25 percent.

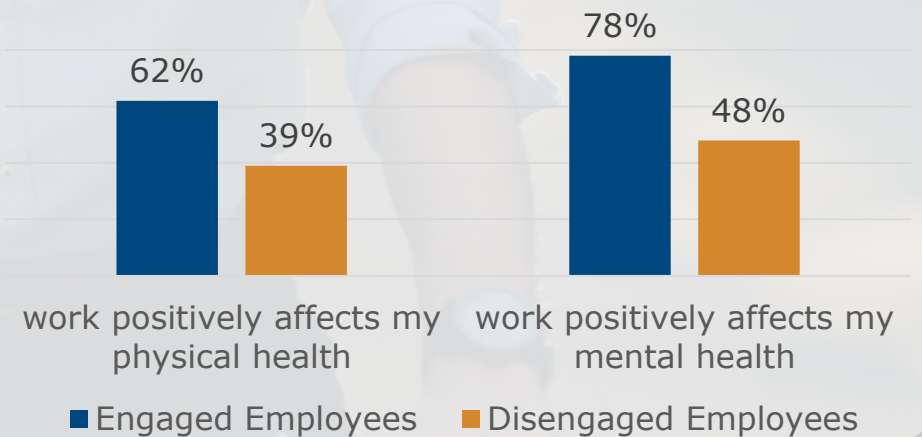*82,000 business units and 1.8 million employees across 230 total organizations. Gallup 2016*

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Employee Wellness & Engagement are Reciprocal

85% of companies say wellness programs bolster employee engagement

Virgin Pulse 2017 Business of Health Employees Survey Report

"When an employee is happy with their job, it positively affects their health. When an employee is healthy… they'll feel happier in the workplace. It's a relationship that builds off of one another, and employers should really take advantage of that." [Forbes, July 2018](#)

Employee Engagement and Wellness

	work positively affects my physical health	work positively affects my mental health
Engaged Employees	62%	78%
Disengaged Employees	39%	48%

■ Engaged Employees   ■ Disengaged Employees

Gallup Management Journal

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Recognition is the best way to reinforce the attitudes, behaviors and contributions (ABCs) that make your organization go.

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Reinforcing positive **attitudes**

Non-monetary recognition or nominal-value awards for positive attributes that contribute to or demonstrate safety, wellness and engagement in your workplace culture.

- ✓ Align with organizational values
- ✓ Subjective
- ✓ Discretionary
- ✓ On the spot
- ✓ Peer to peer

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Encouraging desired **behaviours**

A points-based recognition system can be used to encourage behaviours that are:

- ✓ Above and Beyond
- ✓ Predetermined
- ✓ Controllable
- ✓ Objective
- ✓ Measurable

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Highlighting significant **contributions**

Significant and symbolic recognition for significant achievements

- ✓ Objective
- ✓ Measurable
- ✓ Milestones
- ✓ Results-based Outcomes

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Name the Desired Outcome and Identify the Associated ABCs

attitudes, behaviors contributions that…

…create a safe environment

…foster health and wellness

…lead to the achievement of the mission

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Take care to avoid unintentional...

Safety incident non-reporting

Compromising protected health information

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Why Recognize Behaviors Driving Safety Performance?

Well-designed safety recognition programs provide a significant ROI and impact on CULTURE

One organization highlighted in OS&H magazine highlighted the following results with their newly introduced safety program

- 25% Reduction in safety-related claims associated with property damage, vehicular accidents and injuries
- 50% Reduction in the total incident rate
- 25% Decrease in insurance charge-backs

Occupational Health & Safety Magazine, June 2018

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Why Recognize & Reward Healthy Behaviors?

Incentives Drive Participation
In a recent study of 800 companies, **75%** of companies that implement a wellness program use some sort of **reward** to do it.

According to another study, groups using
discounts
on healthcare spent about $450
per employee
per year with an average participation rate of
50%

In contrast, companies that provided
instantaneous rewards
spent an average of
$210 per employee
per year with an average participation rate of
70%

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Putting it all together

Nonmonetary recognition for attitudes

Points-based recognition for behaviors

Symbolic recognition for contributions

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Poll

What percentage of your workforce are non-desk employees?

- ❑ >15%
- ❑ 15-30%
- ❑ 30-50%
- ❑ >50%

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Tools for Non-Desk Workers

Communication Channels

- Verbal

- Print

- Digital Display

- Smartphone apps

    - Red e App

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Symbolic Recognition for CONTRIBUTIONS

Recognize teams or individuals for major milestones or long-term achievements

Significant, objective & measurable achievements

Exclusive, tangible, symbolic awards

Recognizing Safety Contributions

Examples of safety contributions/milestones

- Facilities that go one calendar year with no recordable injuries or lost time related injuries

- Drivers that reach a milestone of number of miles driven with no accidents

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Recognizing Wellness Contributions

Examples of wellness contributions/milestones

- Serving a term on the wellness committee

- Leading a wellness initiative

- Achieving an organizational wellness milestone (i.e. best & brightest in wellness)

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Points-based Recognition for BEHAVIORS

Recognition for successful goal completions

Recognize individuals with award points upon completion of a safety-related activities or wellness challenge participation.

Redeem points for merchandise/lifestyle awards.

You've earned 450 points!

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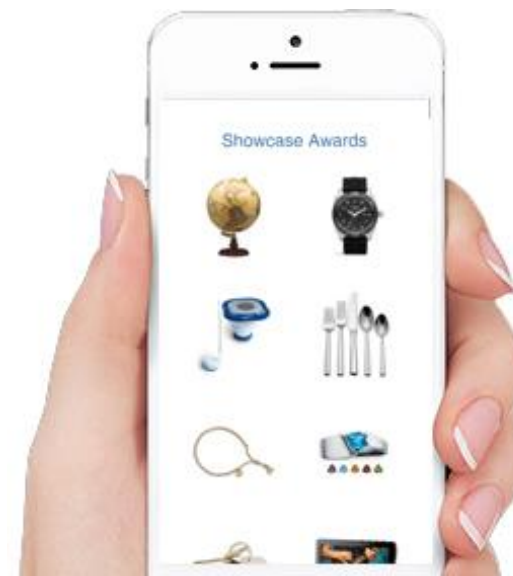
Recognizing Safety Behaviors

Examples of safe behaviors

- Safety certification and training completion

- Attendance at safety meetings

- Participation in your organization's safety observation program in which unsafe conditions are reported and fixed

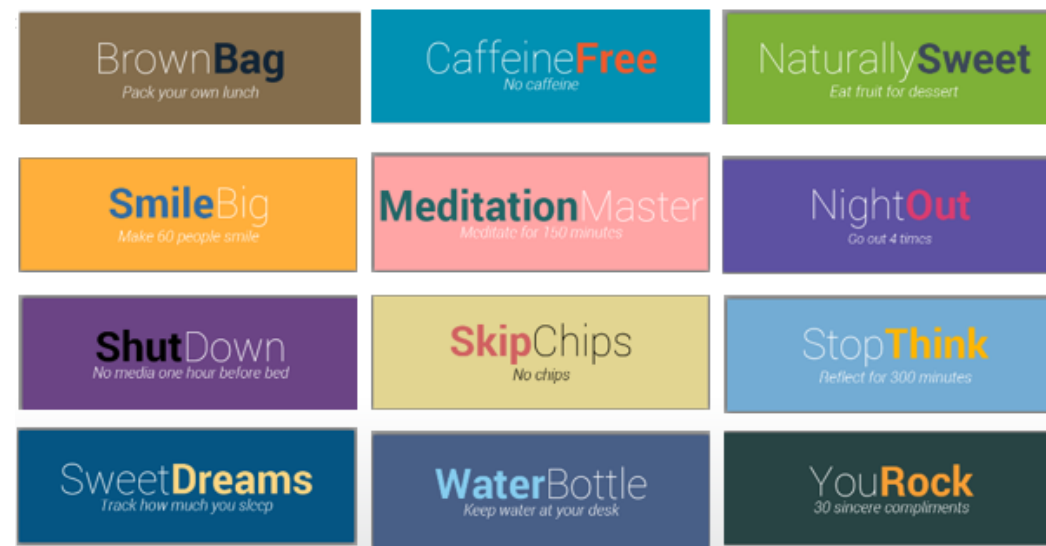- Near-miss reporting

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Recognizing Wellness Behaviors

Examples of healthy behaviors

- Take a baseline Health Risk Assessment
- Participation in individual wellness challenges
- Participation in company wellness challenges

BrownBag Pack your own lunch	Caffeine**Free** No caffeine	Naturally**Sweet** Eat fruit for dessert
SmileBig Make 60 people smile	**Meditation**Master Meditate for 150 minutes	Night**Out** Go out 4 times
ShutDown No media one hour before bed	**Skip**Chips No chips	Stop**Think** Reflect for 300 minutes
Sweet**Dreams** Track how much you sleep	**Water**Bottle Keep water at your desk	You**Rock** 30 sincere compliments

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Non-Monetary or Nominal Value Recognition for ATTITUDES

Create visibility and awareness for safety and wellness through non-monetary praise and recognition.

- Peer-to-peer recognition
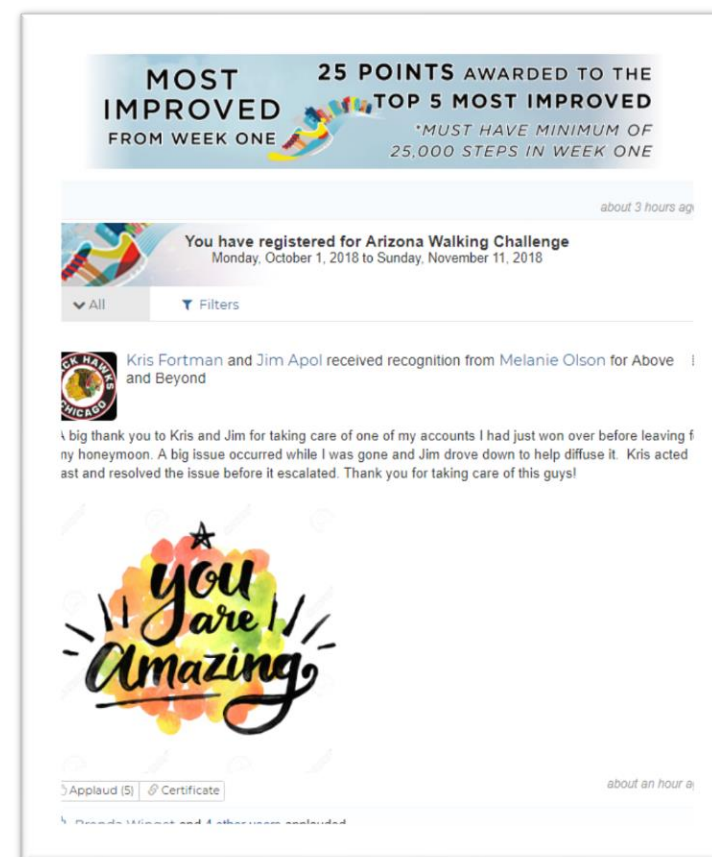- On-the-spot recognition from supervisors

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Recognizing Positive Attitudes

Recognition for positive attitudes can be somewhat subjective in nature; it lays the groundwork for building a culture of recognition and engagement

A culture of praise and recognition creates an environment that fosters wellness and safety

Create a Framework

Define the ABCs for Recognition

Develop the Process

Educate Staff and Managers

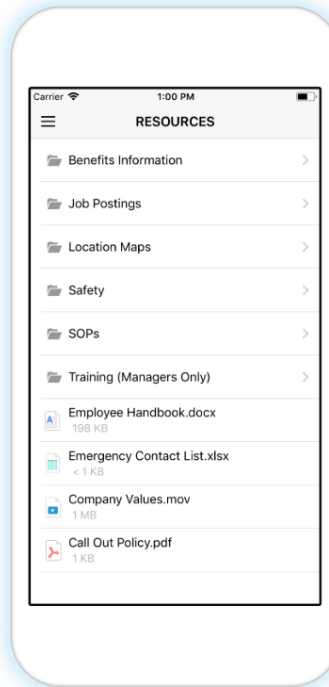Deliver of Recognition Consistently

Measure, Report and Refine
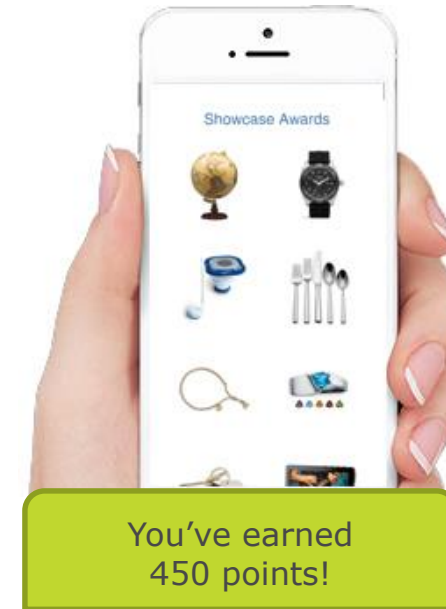
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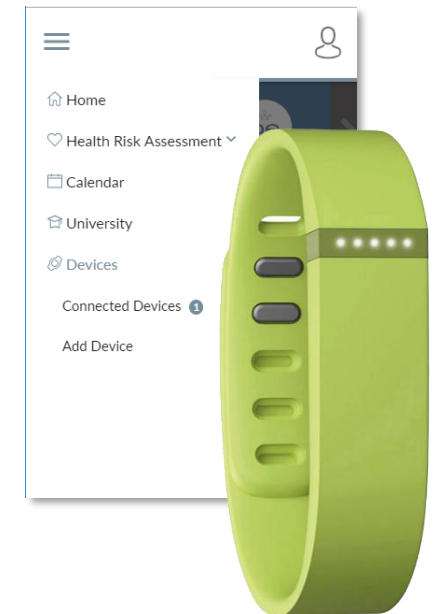# Use Technology to Support Your Framework

Rewards & Recognition Software

Communication Tools for Non-desk Staff

Points Rewards

**Fitness Tracker Integration**

You've earned 450 points!

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Let's Review

Recognition is the best way to reinforce the attitudes, behaviors and contributions (ABCs) that make your organization go.

- Use Non-monetary recognition to reinforce positive attitudes
- Use Points-based recognition to encourage healthy & safe behaviors
- Use Symbolic awards to highlight milestones and significant contributions
- Build a Framework for a sustainable process
- Use Technology to support your framework
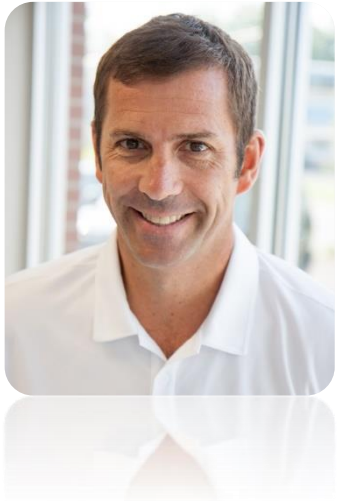
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Questions

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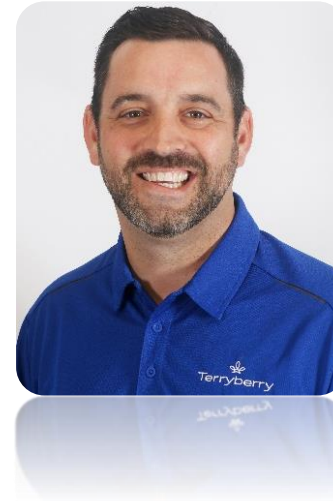
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This program is pre-approved for ONE CPHR Credit, ONE HRCI Credit, ONE WorldatWork Credit and ONE SHRM PDC

HRCI Program Org #
390073

SHRM Program ID:
19-R3RCC

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Request a demo

Looking for a one-on-one Demo of Terryberry's 360 Recognition Program?

Send us a chat now or visit
www.terryberry.com/demo

Attending **SHRM19** in Las Vegas?

RVSP for your free gift from Terryberry

www.terryberry.com/shrm

Booth #924

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