

Employee Recognition 101

A Crash Course



Presenter



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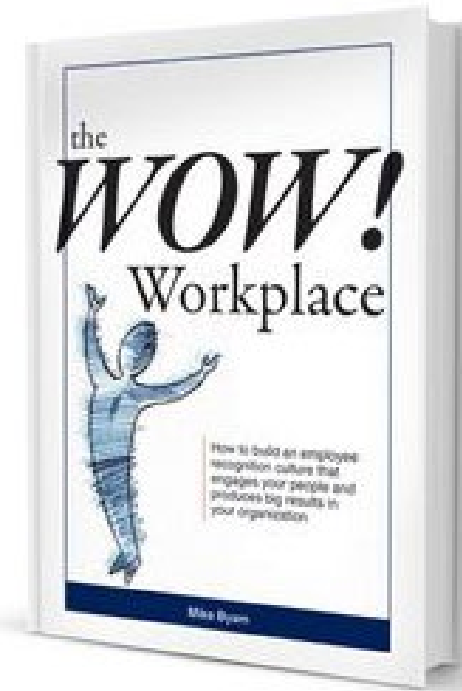
CHAT IN

Have a question?

Chat in and receive feedback immediately

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!***

Submit your questions any time for your chance to win!

Which of the Following Types of Recognition are Actively Supported in Your Organization? (select all that apply)

- a. Service Anniversary Awards
- b. Peer-to-Peer Recognition
- c. Performance Benchmarks (sales/safety/wellness, etc.)
- d. Customer Feedback & Praise
- e. Management-Driven Recognition



Agenda

- **The Case for Recognition:**
 - The Benefits of Engaged Employees
 - How Recognition Drives Engagement
 - You Get Out What You Put In
- **Day to Day Recognition Strategies:**
 - Who, What, When, Where, and How?
 - Meaningful, Memorable, Motivating...
- **Formal Recognition Presentations:**
 - Making a Big Deal out of a Big Deal
 - Speaking Your Employees' Recognition Language
- **Designing a Program that Works for You:**
 - One Size Does Not Fit All
 - Reaching Employees Where They Work
- **Q&A**

The Case For Recognition

The Benefits of Engaged Employees

According to Gallup's most recent engagement survey

33%

of employees in US companies were **engaged** in their day to day work.

The Benefits of Engaged Employees

67%

of employees were either not engaged, or actively disengaged.

Disengaged Employees...



Disengaged Employees...

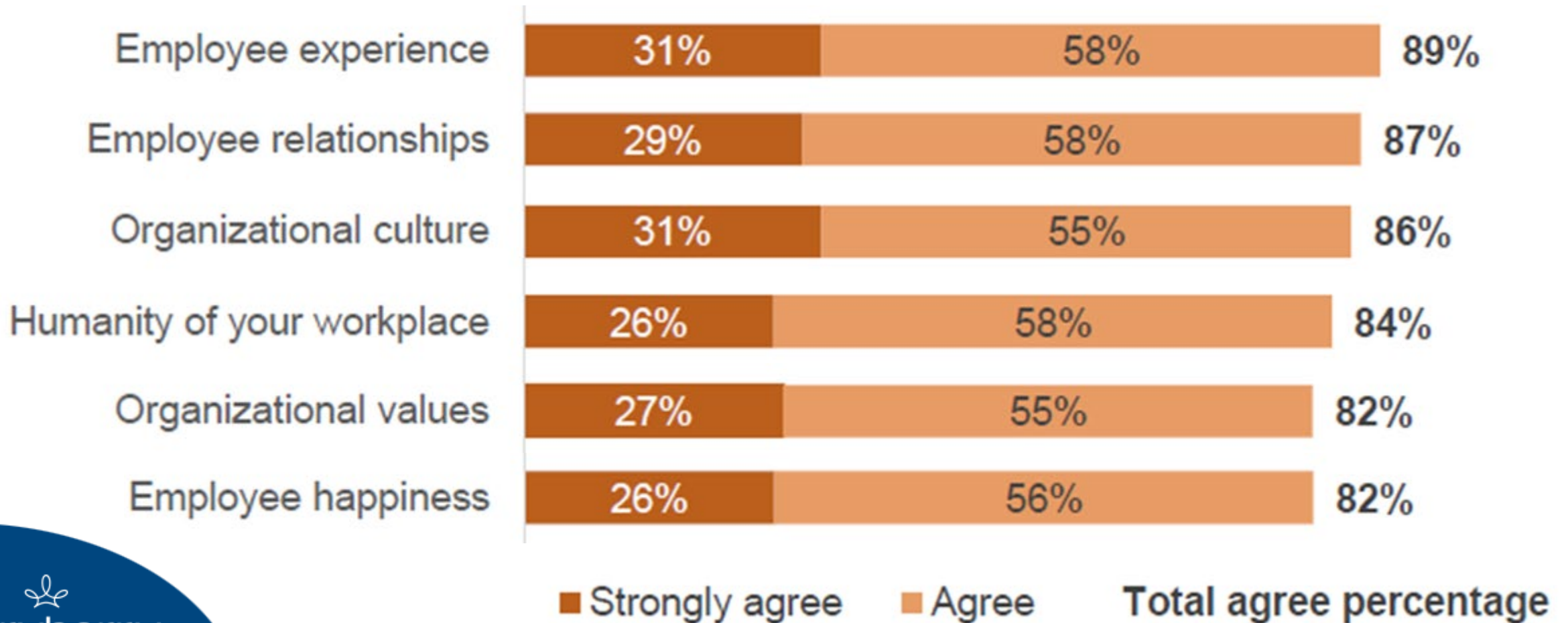
Employees who do not feel adequately recognized are

2x

as likely to say they'll quit in the next year, compared to those who feel adequately recognized.

The Case for Recognition

A recent SHRM study on Recognition found that respondents believe Recognition positively affects



Recognition drives Engagement

In fact, the SHRM Study found that of those surveyed

84%

believed **Employee Recognition** positively increases **Employee Engagement**.



You Get Out What You Put In



You Get Out What You Put In



You Get Out What You Put In

50%

of workers surveyed said they would leave a company if they weren't regularly thanked and recognized for their efforts.

70%

of workers said that motivation and morale would improve If managers and leaders simply said "thank you" more.

85%

Of those surveyed think managers and leaders should make an effort to spot good work and give praise and thanks whenever it happens.

What is your biggest challenge in building a recognition culture at your organization?

- a. Leadership Buy-In
- b. Manager Participation
- c. Communication to Employees
- d. Incompatible Core Values
- e. All the Above

Day to Day Recognition Strategies

Win as a Team



“Deep down, we know that what matters in this life is more than winning for ourselves. What really matters is helping others win, too. Even if it means slowing down and changing our course now and then.”

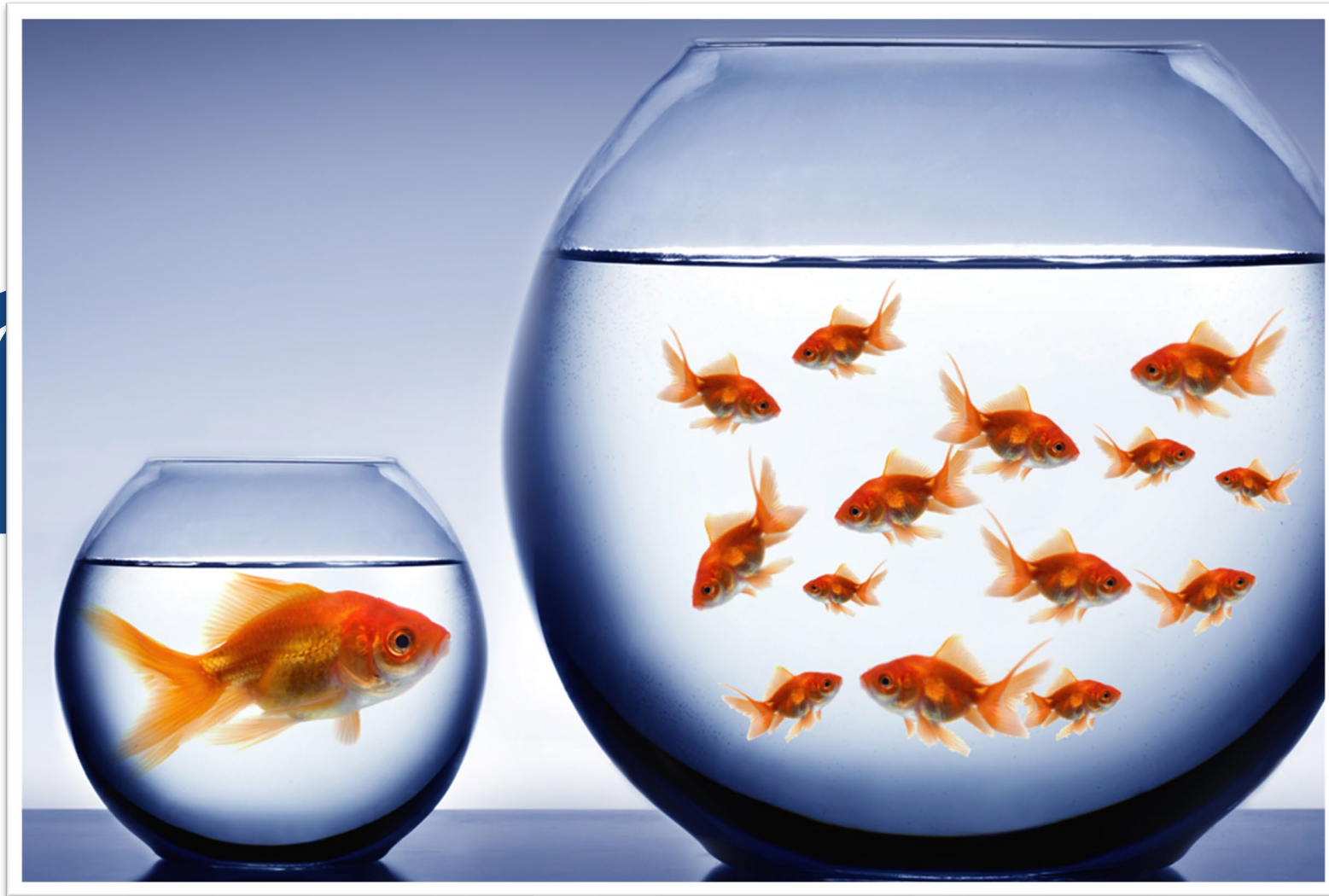
-Fred Rogers

Commencement Address at Dartmouth College, 2002

Who gave you your most memorable recognition moment?

- a. Executive
- b. Direct Manager
- c. Peer or Coworker
- d. Customer/ Outside Individual

Who Do I Recognize?



Gallup State of the American Workforce, 2017

What Do I Recognize?

Atti

Beh

Con




ons



When Do I Recognize?

cog·ni·tion

[ˌkägˈniSH(ə)n] 

NOUN

85%

Of those surveyed think managers and leaders should make an effort to spot good work and give praise and thanks whenever it happens.

rec·og·ni·tion

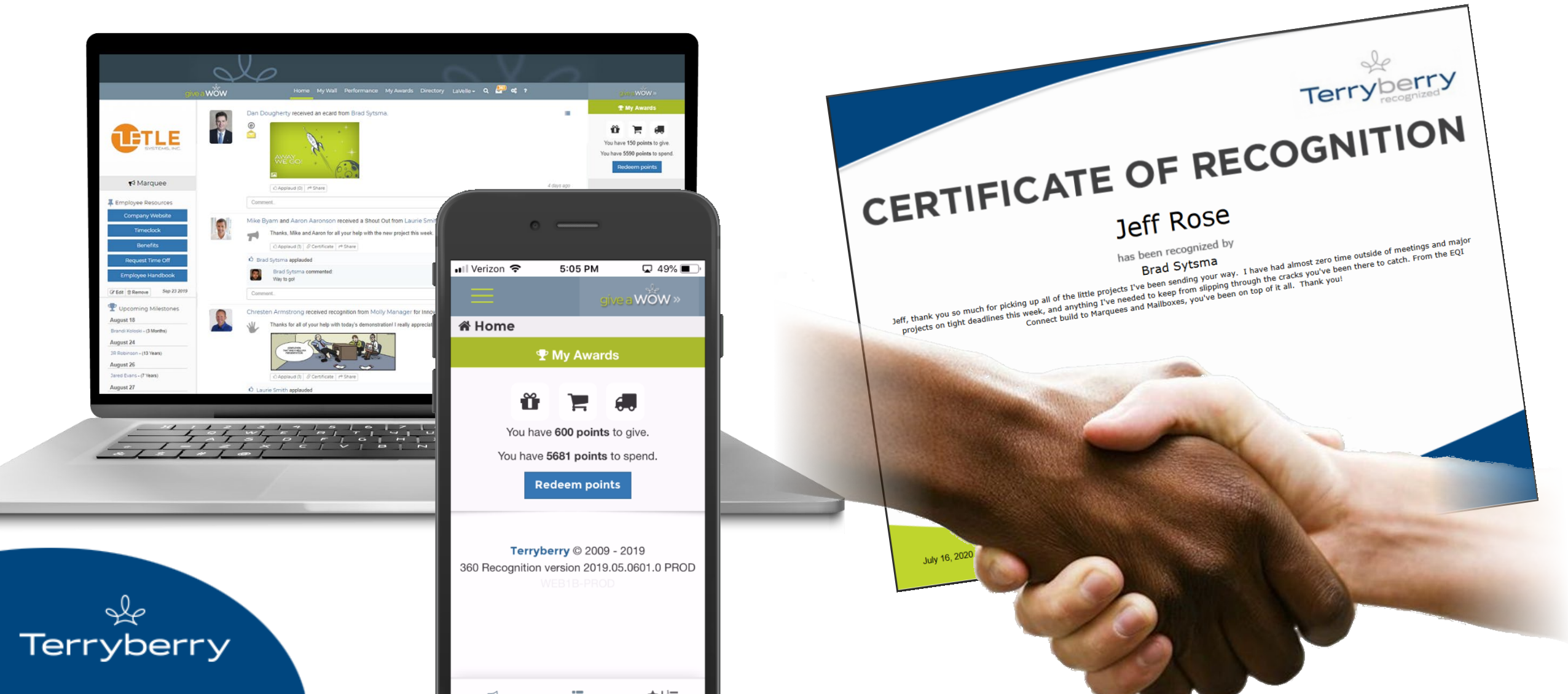
[ˌrekägˈniSH(ə)n] 

NOUN

1. the action or process of recognizing
synonyms: identification · recognition



Where Do I Recognize?



How Do I Recognize?

You made a difference by...

You stepped up by...

Well done with... Nice job on...

Thank you for...

I really appreciate... Congratulations on...

You saved the day by... You've really improved...

Great work with...

Your hard work accomplished...



The Three 'M's

Meaningful
Memorable
Motivating



Meaningful



Timely



Specific



Values Driven

Memorable



Rhonda Helmeczi commented:
Nice work Brad!! That's Amazing!



Sam Kreps commented:
Great work, Chresten and Brad!



Danny Zbikowski commented:
Well done you two! That is a pretty great story-



LaVelle Townsend commented:
Well Done!



Laurie Smith commented:
It never gets tired. Nice work you two!



Scott VanderLeek commented:
I love it. Nice work!!!! #process



Terryberry

Motivating

Dos:

- Talk about accomplishments, achievements, and obstacles that were overcome.
- Share the positive anticipated outcomes that will result from their work.
- Highlight specific talents, tasks, and traits that lead to their success.
- Reflect on past achievements and highlight areas of growth and continued success.
- Focus on the big picture.
- Understand individual accomplishments and contributions.

Don'ts:

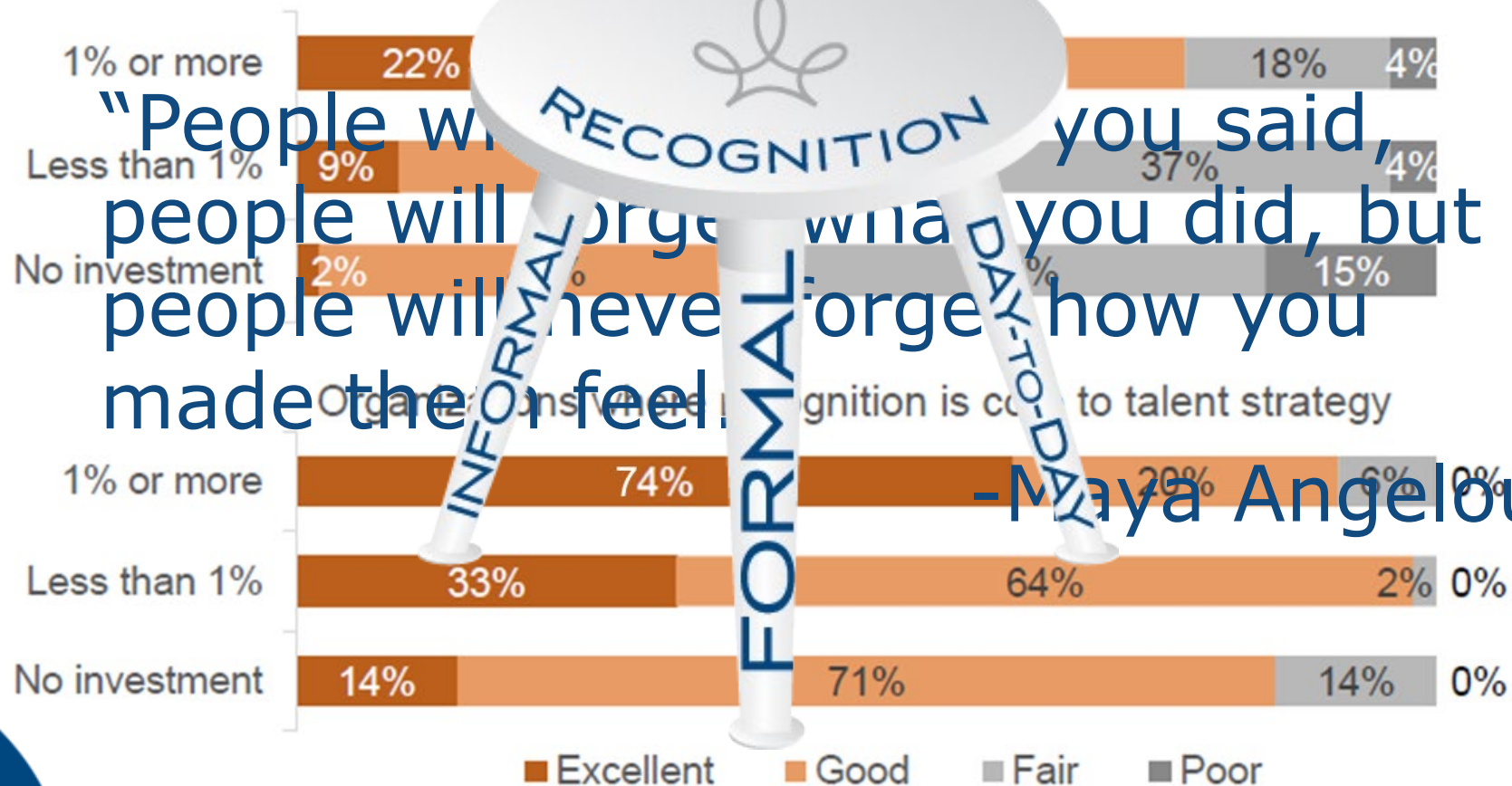
- Talk about shortcomings, mistakes, or missteps that were less than ideal.
- Share the potentially negative outcomes that will result from their work.
- Highlight specific talents, tasks, and traits where they struggled or need to improve.
- Reflect on past failures or make comparisons to others' success.
- Don't nitpick, expect perfection, or get lost in the details.
- Don't give credit that hasn't been earned.



Formal Recognition Strategies

It's A Big Deal

HR's rating of the recognition program
based on the percentage of payroll investment



Speaking The Same Language



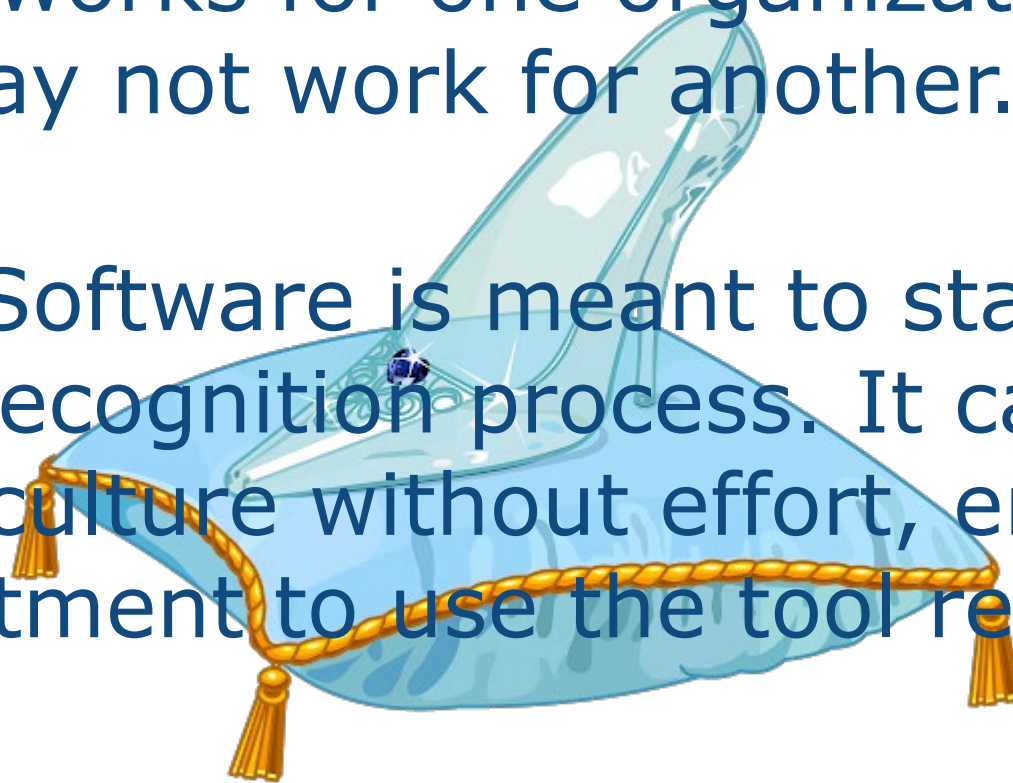
-George Bernard Shaw

Designing a Program that Works for You

The Right Fit

What works for one organization,
may not work for another.

Recognition Software is meant to standardize and simplify the recognition process. It cannot and will not fix bad culture without effort, energy, and a commitment to use the tool regularly.



Story vs Objective



A Tool for ALL Employees

Recognition Programs that Work Together

Plug & Play as Needed

Create a Culture of Recognition

True Performance Visibility



Questions



Brad Sytsma

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



HRCI ORG-PROGRAM:
582848



SHRM Activity ID:
22-W4P3W



360 Recognition Platform

A single hub houses all of your recognition initiatives and corporate awards from one easy-to-manage platform.

Get a free demo

www.terryberry.com/demo

Free Webinars

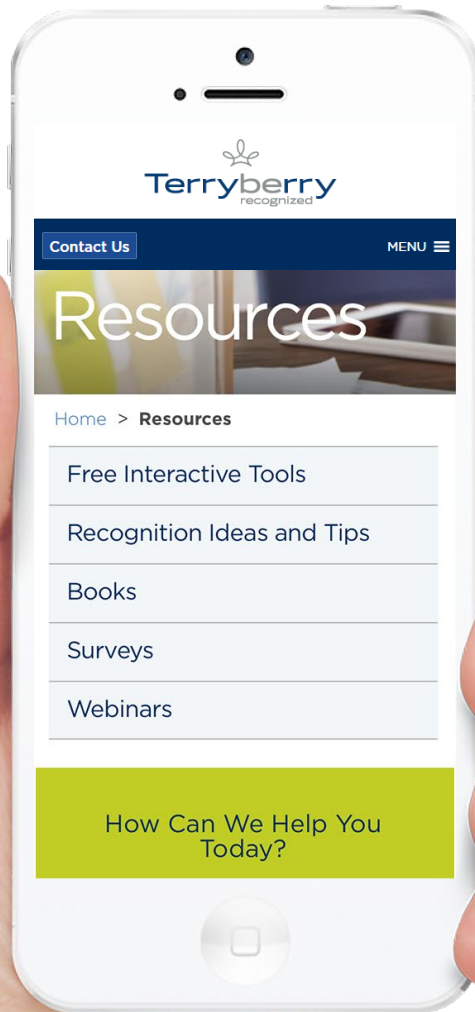
Best Practices in Employee Recognition

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