Trends in Employee Recognition **2022**

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CHAT IN

Have a question?

Chat in and receive feedback immediately

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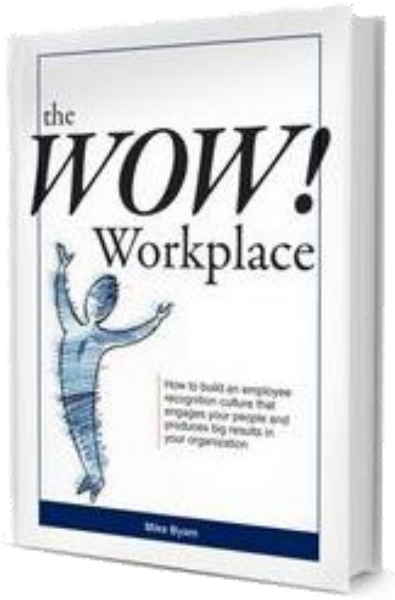
WOW! US AND WIN!



If we address your question during today's live broadcast, 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 webcast, but you can submit questions any time using your tool tray on the right side of your screen.

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Agenda

The Virtual Office: Evolving Recognition for Remote Employees

Meet Your Employees Where They Are

Rewards Your Employees Want

1

The Virtual Office
Evolving Recognition for Remote Employees

1) Peer to Peer
2) Publicly share customer praise, to recognize your employee
3) Increase frequency of recognition
4) Virtual acknowledgement
5) Build recognition into 1 on 1 meetings

** from Tiny Pulse

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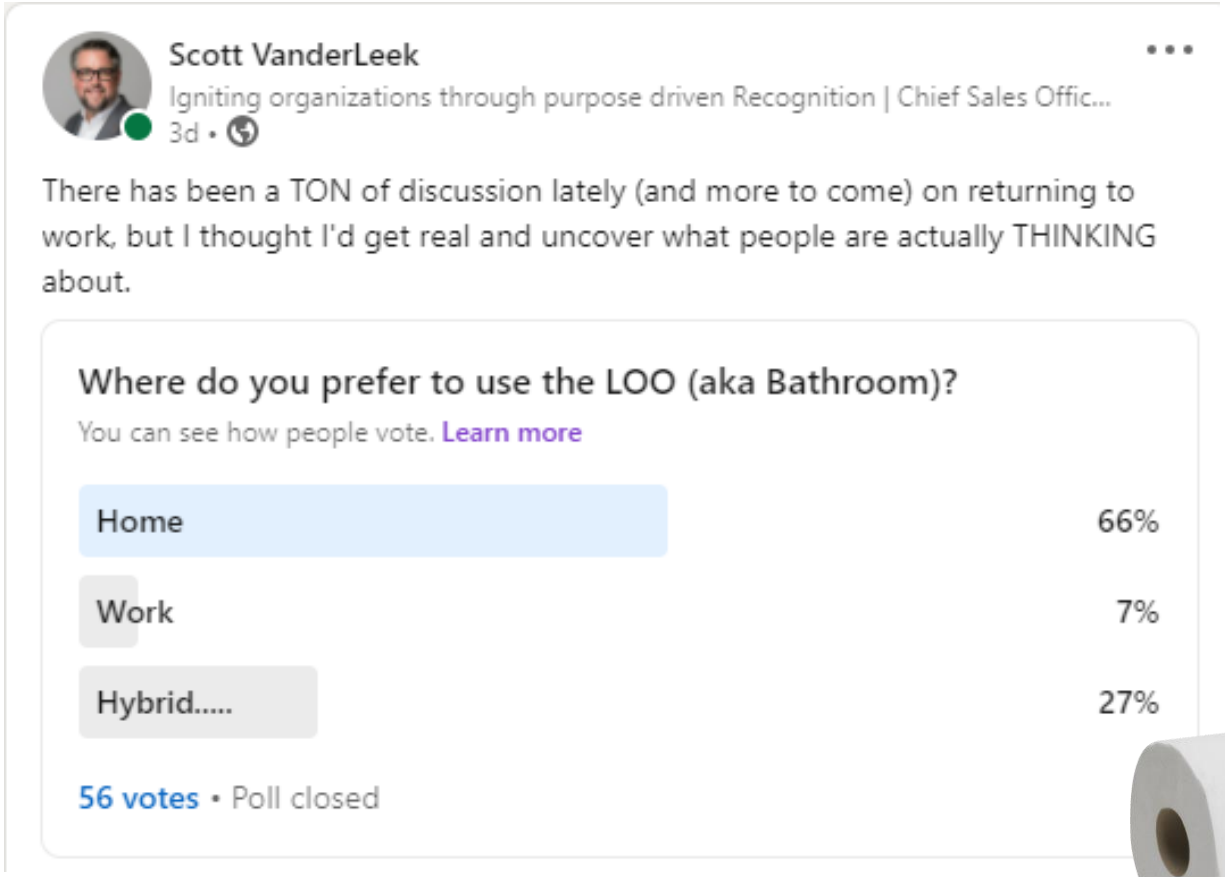
Remote/ hybrid workplace
latest stats



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Remote work is here to stay

74% of CFOs expect to transition at least a portion of previously onsite employees to remote work post-covid. - Forbes

58.6% of US workforce is working remotely

Upwork: Future Workforce Report

16% of companies are fully remote worldwide

Owl labs

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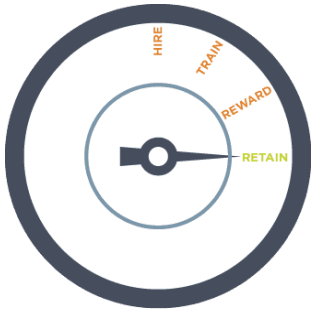
Remote work: **Benefits to Employers**



Retain Employees: 74% of employees say the ability to work remotely would make them less likely to quit Owl Labs

Save Money: Employers save $11,000 per half-time telecommuter (lower real estate costs, reduced absenteeism and turnover. Bonus – reduce your carbon footprint too!) Global Workplace Analytics

Access a Larger Talent Pool: Remote working removes geographic, work/life, and other barriers to access the best talent.

Remote work: **Benefits to Employees**

Flexibility: 78% of people cited flexible schedules and telecommuting as the most effective non-monetary ways to retain employees. - Crain's Future of Work survey

Save Money: $4.33 is the current gas price average – *1 year ago today, gas was $2.85*

Time: $50,000 salary, 2,000 hours/year, 30 min commute to work = 1 hour = **$500 productivity time per month**

What's the value of an employee's time?

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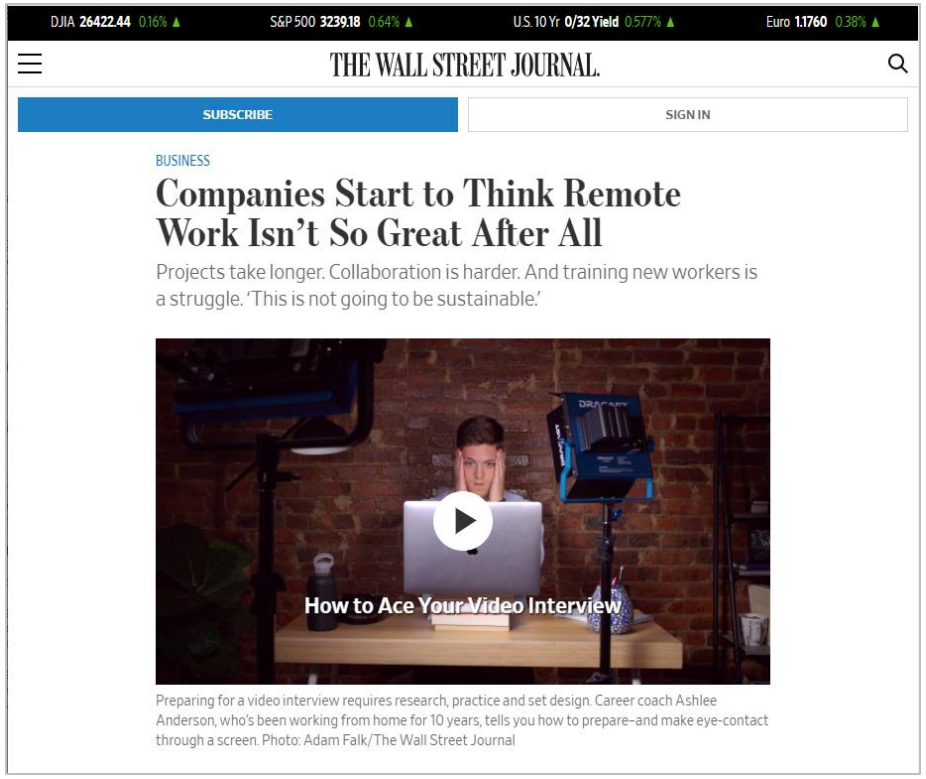
Remote work: **Challenges**



Projects can take longer

Collaboration is harder

Training new workers can be more challenging

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“**Encouraged people achieve the best**; Dominated people achieve second best; **Neglected people achieve the least.**”

- Anonymous

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Effectively engaging remote workers will be critical for business success.

Is your recognition program prepared for this growing segment of the workforce?

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POLL

What is your biggest challenge with recognizing remote/ hybrid workers?

- ❑ Lack of Visibility for Contributions
- ❑ Administrative Logistics/Program Limitations
- ❑ Communication Challenges
- ❑ Maintaining Consistency
- ❑ No Face-to-Face Interaction

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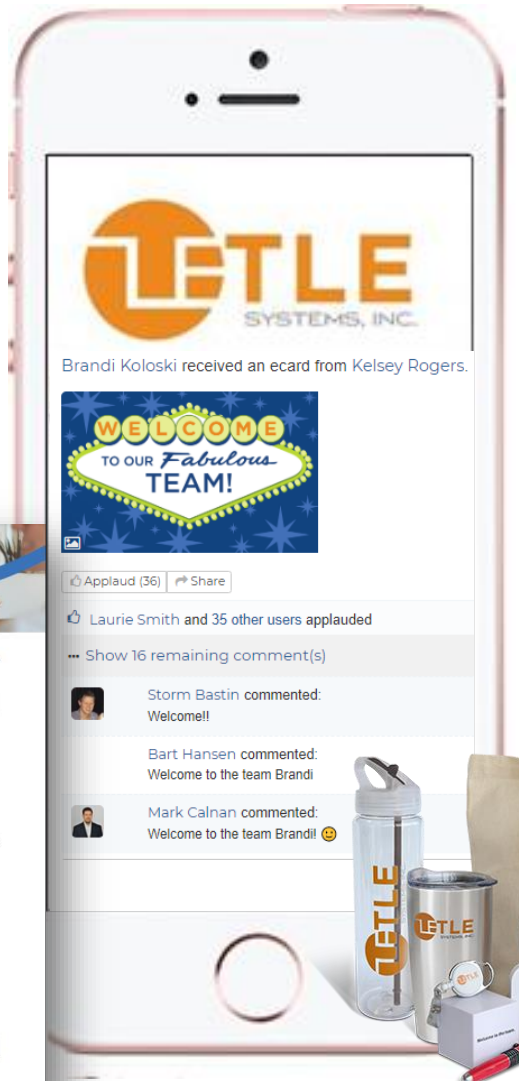
Onboarding remote employees

Start on the right foot:

- Personal: Get-to-Know Me
- Team: Welcome Aboard e-Card
- Organization: Welcome Gift or Award



Download the New Hire Onboarding Questionnaire
www.terryberry.com/resources

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Virtual recognition moments

5 Ways to Ensure Virtual Recognition is Meaningful

1. Align around your culture
2. Make recognition *the* event
3. Focus on the recipient
4. Create a new experience
5. Make the thought count

Need more ideas?
Download the free eBook
www.terryberry.com/ebook

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Meet your employees **where they are….**

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Accessible Infrastructure for Recognition

- COVID has made it a requirement – communication + recognition go hand in hand
- Best way to reinforce the attitudes, behaviors, and contributions (ABCs) your organization values most.
- Supports your culture of formal, informal, and day-to-day recognition.

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Mobile app integration with your employee recognition program is crucial.

Recognition for everyone – anytime, anywhere.

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POLL

Is your recognition program accessible by mobile device?

- ❑ Yes, fully accessible by mobile
- ❑ Some elements are mobile accessible
- ❑ No mobile accessibility

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Trending Mobile Usage

Most people **check their phones 58 times a day** *(with 30 of those during working hours).*

https://blog.rescuetime.com/screen-time-stats

Trending Mobile Usage

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

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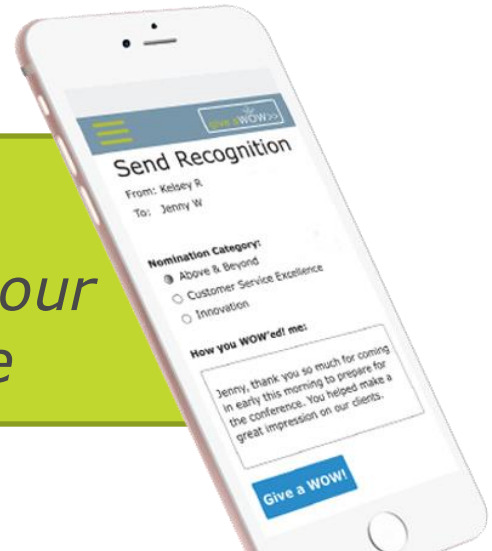
Mobile Technology and Employee Recognition

Checklist:

- ❑ 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



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Communication Challenges

36% of leaders do not feel their organization's mission vision and values are clearly communicated to employees.

67% of leaders do not think employees understand how their recognition program works or how they can earn recognition

Terryberry Employee Recognition Survey

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Recognition is the #1 Driver of Engagement

but only if employees receive it

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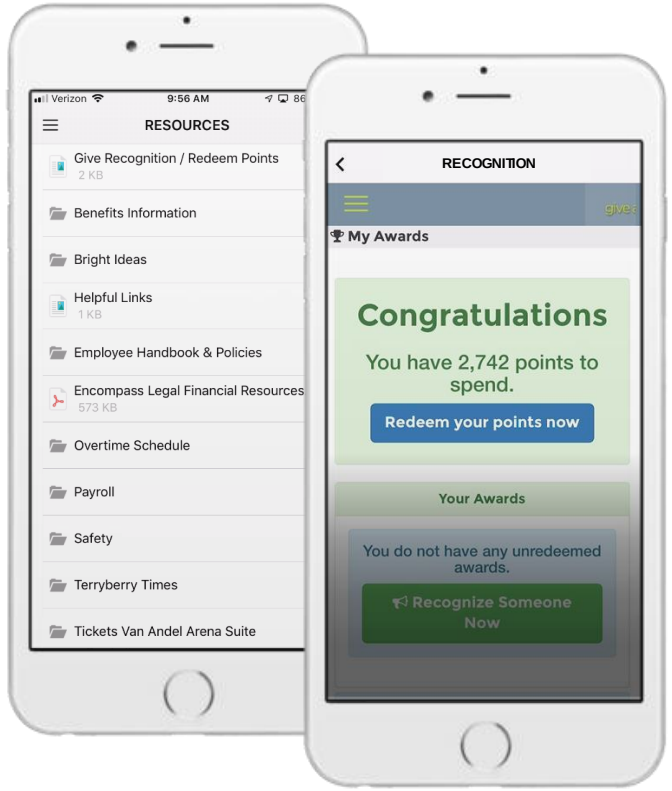
Improve your internal communications from chaos to **connection**



Chaos: Social Media, posters, text msg, direct mail, personal email

Connection: single recognition/ communication platform

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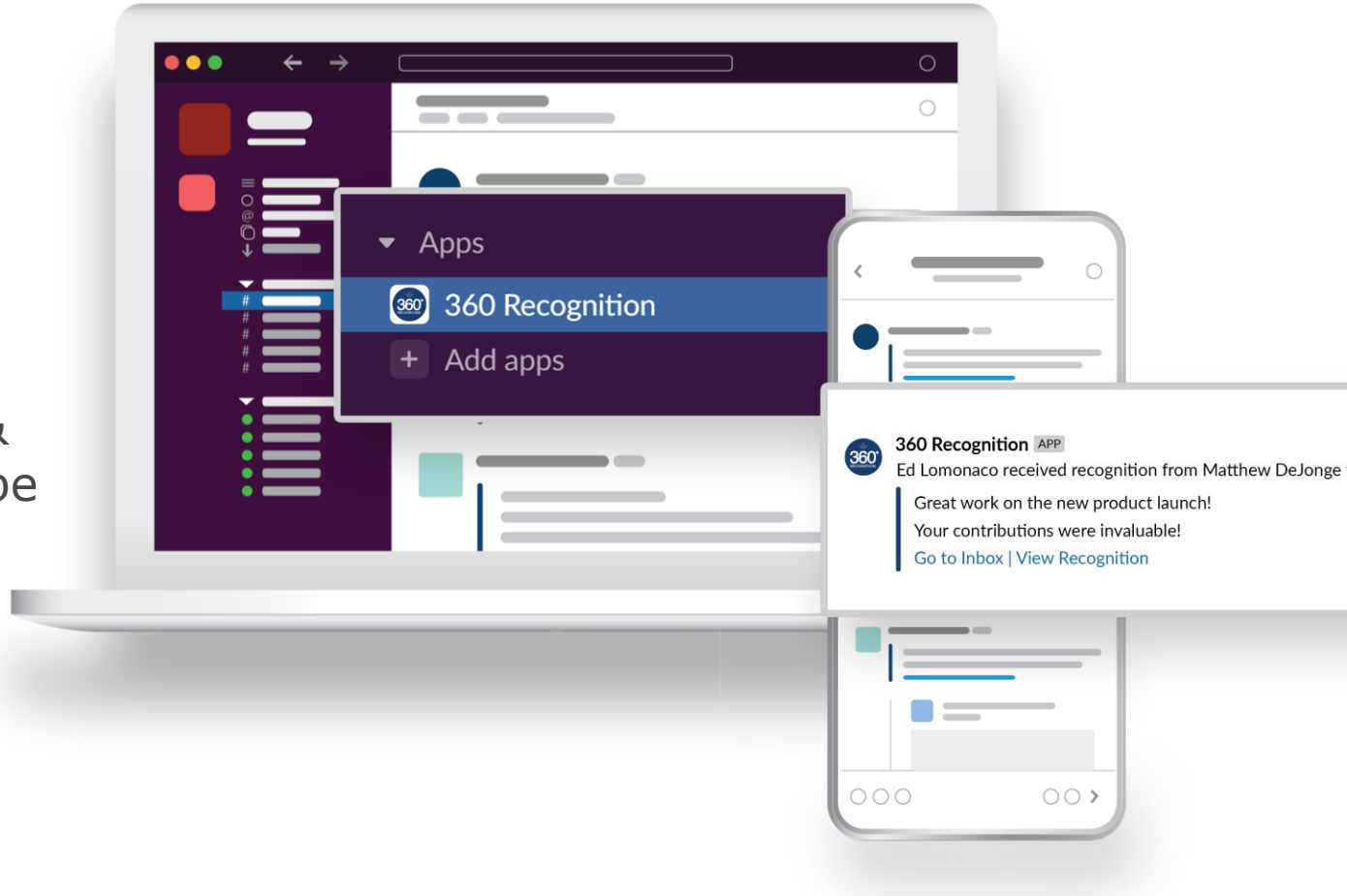
Integrations: Ensure each recognition moment reaches employees no matter what apps they prefer to work in day in, day out.

Chat & Collaboration | SSO | HRIS and User Provisioning

270 million active Teams users as of January, 2022 - Frank Shaw

12 million daily active users & 156,000 organizations subscribe to the app – Business of Apps



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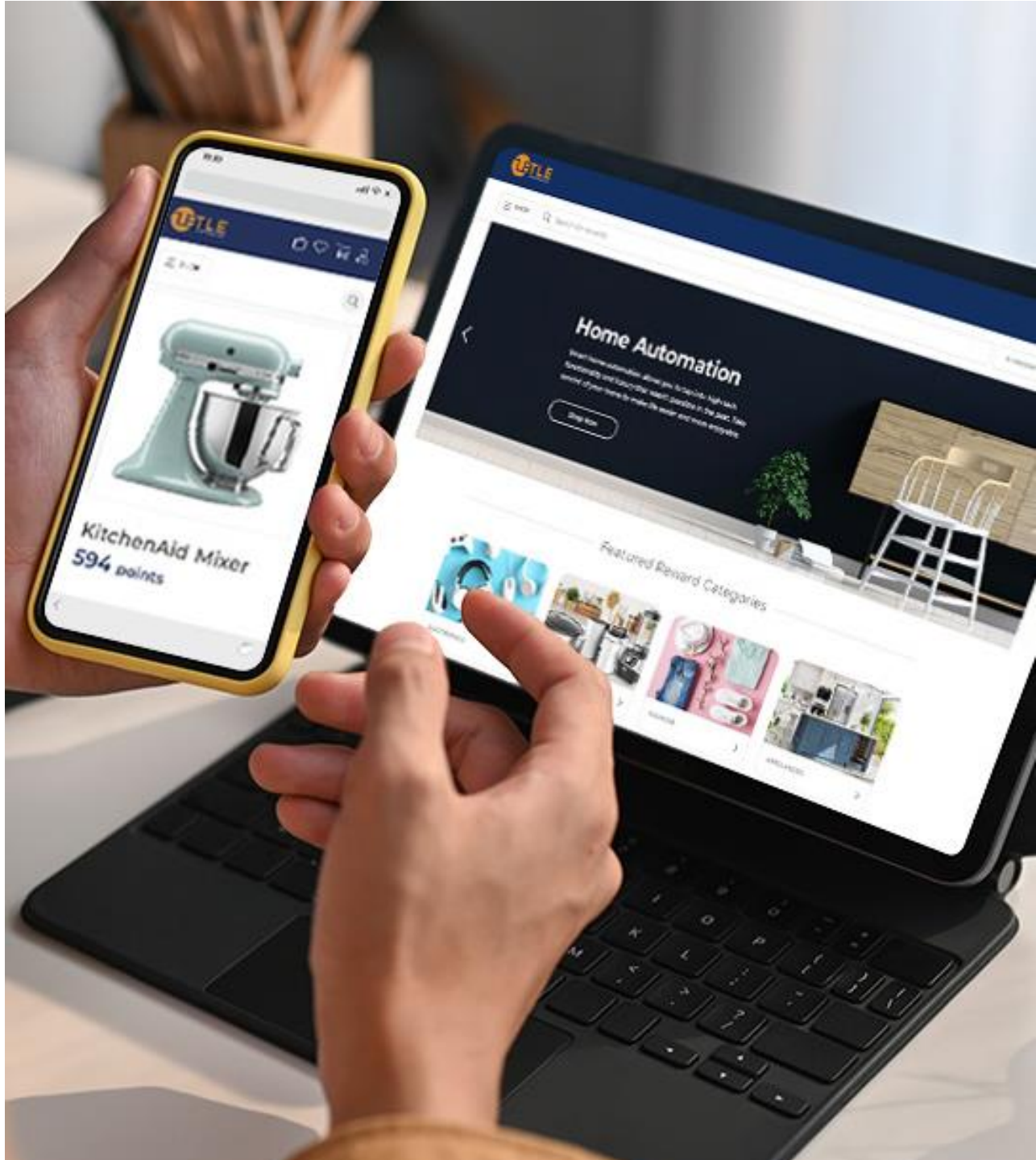
Rewards
your employees want



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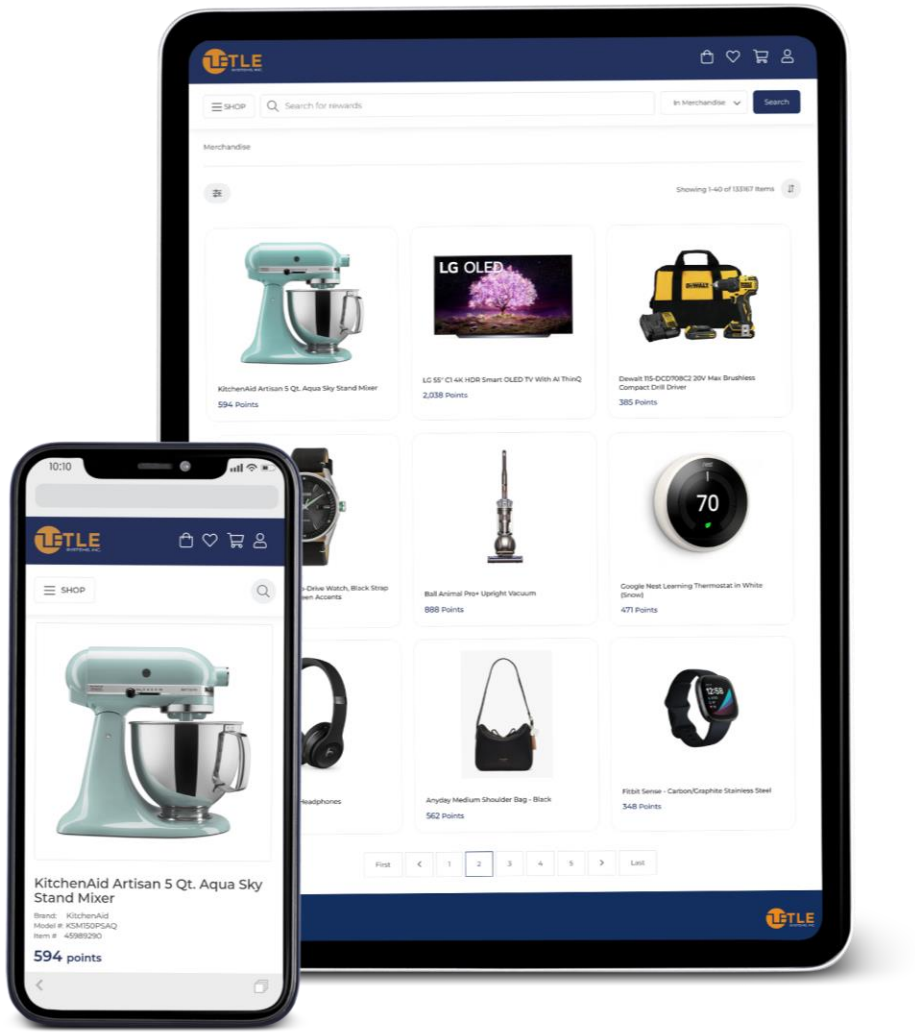
Something for everyone.
Merchandise

Give them the full shopping experience.

From electronics to fashion, sports equipment, and home goods, your recipients will be sure to find the perfect gift.



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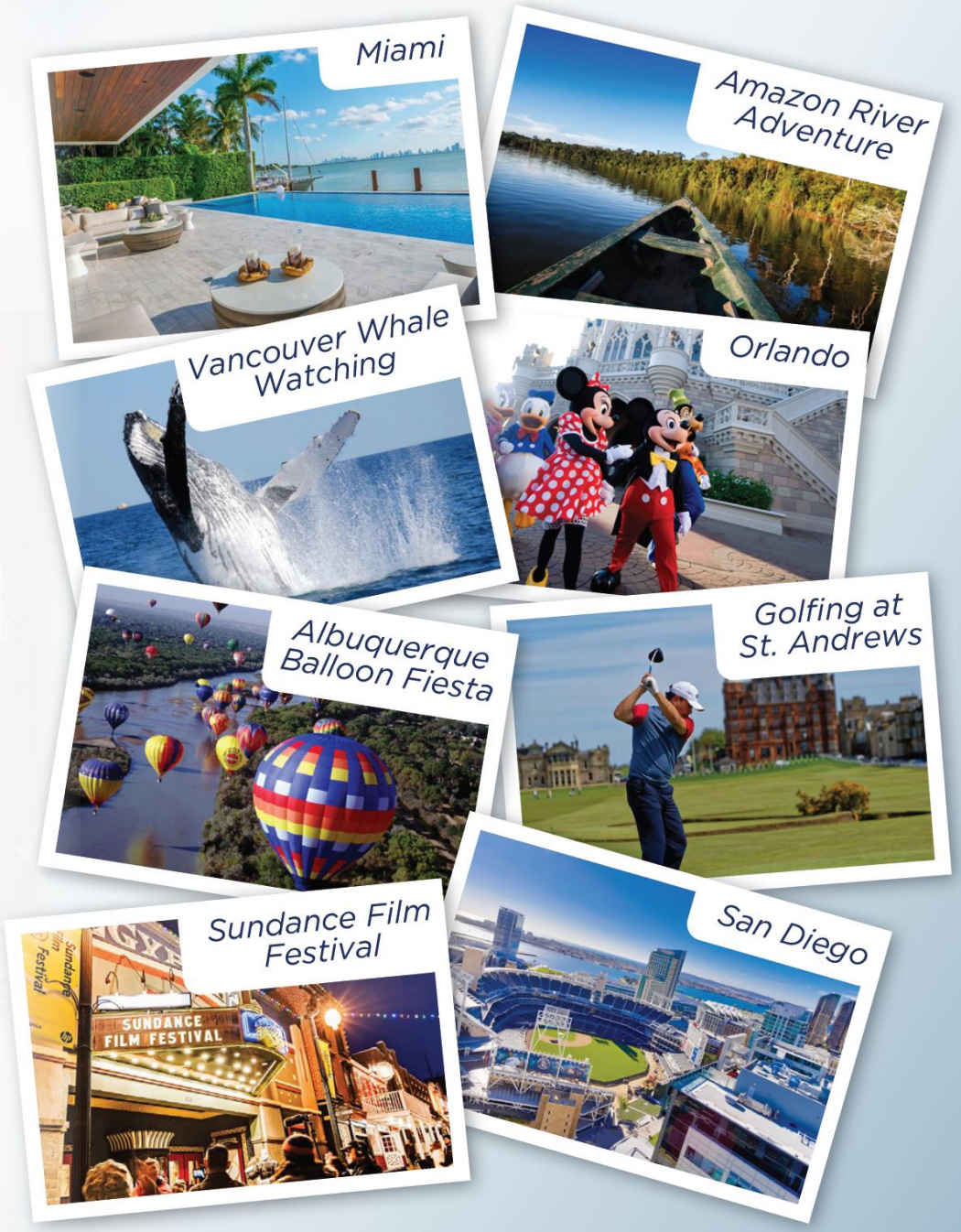
Something for everyone.
Travel/ Events/ Experiences

Get away from it all.

Shop thousands of travel destinations & unique experiences.



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Something for everyone.
Charitable Donations

Pay it forward.

Give employees the option to spend their points on charities or their choice or have well known organizations available to selection from.

SickKids®

United Way

THE HUMANE SOCIETY OF THE UNITED STATES

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Something for everyone.
Company Swag

Show your company pride.

Company branded merchandise and apparel make for great reward options. Extra bonus for spreading brand awareness!

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2022 Preparedness Checklist

1. Evolving recognition + communication for the new workplace: remote/ hybrid/ deskless employees
2. Meeting employees where they are with accessible infrastructure for recognition organization-wide
3. Think bigger with your reward selection – give them the choice!

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Questions

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

HRCI ORG-PROGRAM:
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SHRM Activity ID:
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Free Educational Webinars

Best Practices in Employee Recognition

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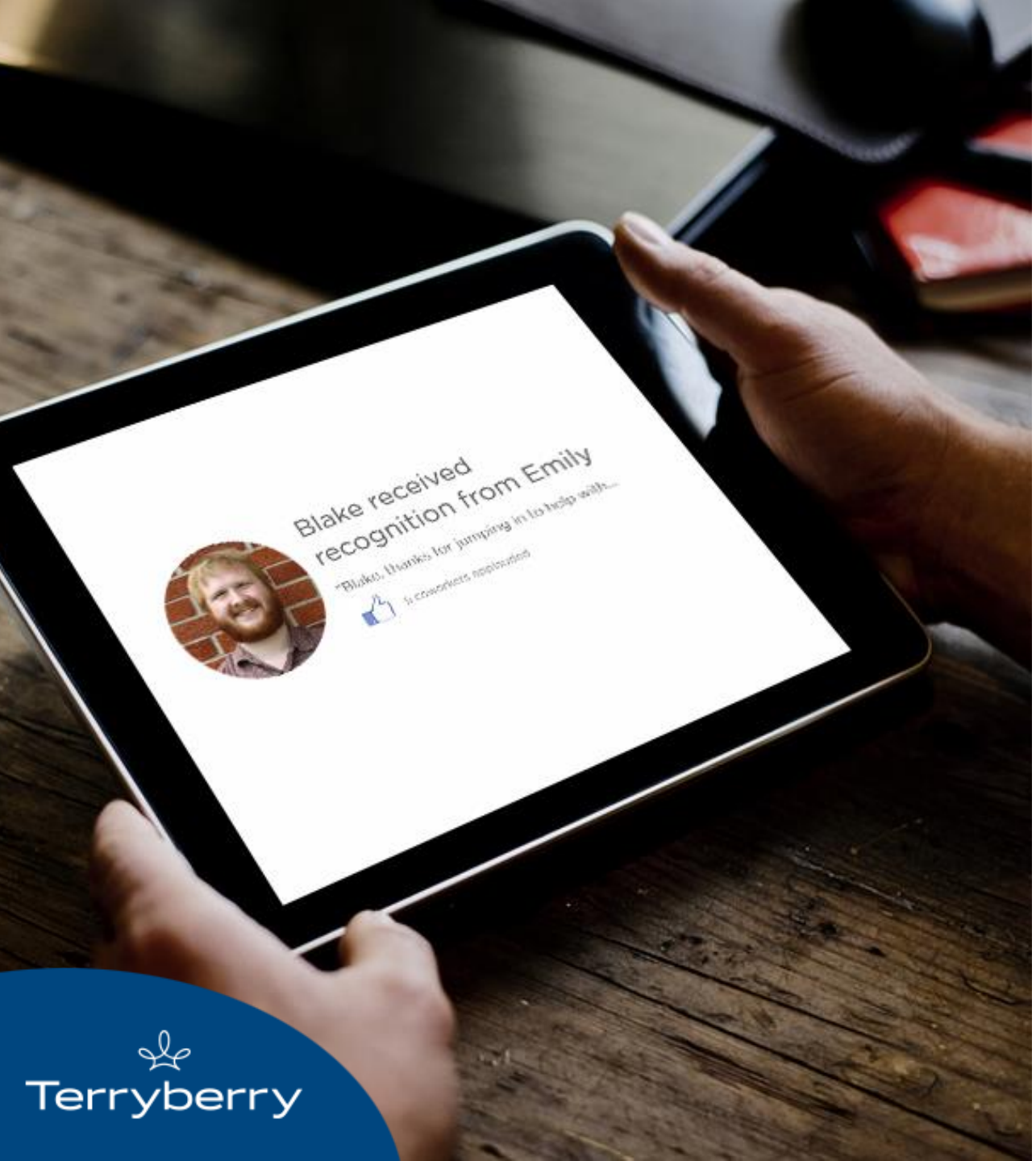

Request a Demo

Terryberry's 360 Recognition Platform for all things recognition.

www.terryberry.com/demo

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