



# Building Community

Regardless of Where Your  
Employees are Located

# Speakers



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[Chat In](#)

**Have a question?**  
Chat in and receive feedback immediately

# 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.*



## **What is your biggest challenge with engaging remote/ hybrid workers?**

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



# Company Culture & Community

- Many things impact the culture and community of your organization.
- Today we are going to talk about how effective recognition and wellness programs can help intentionally build an even more successful community in today's employment landscape.





# 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](#)

# What struggles do you have with working remotely? Select all that apply.

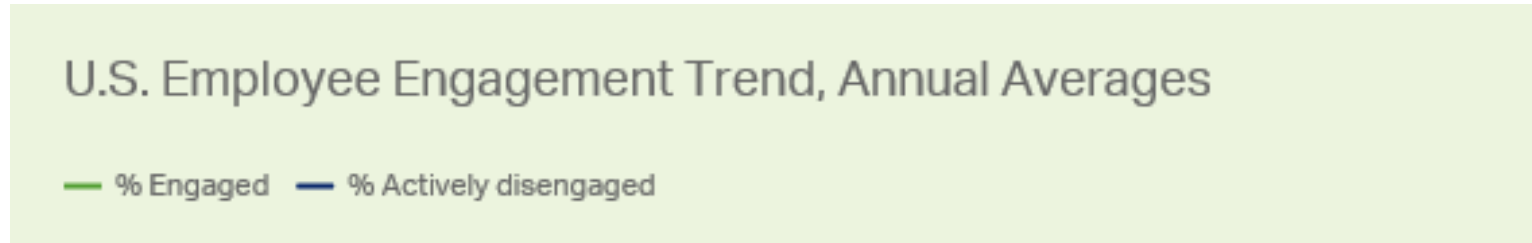




# What benefit(s) do you experience because you work remotely?



# Historical Employee Engagement



Height of  
Pandemic



- Engagement - Lowest since 2015
- Actively Disengaged- highest since 2014
- Trending – Directionally wrong first time since 2010



# The Great Resignation

*MIT Sloan Management Review,  
January 2022*

## Top 5 Reasons Employees Left:

1

Toxic Culture

2

Job Insecurity & Reorganization

3

Innovation-Driven Burnout

4

Failure to Recognize Performance

5

Poor Response to COVID-19

# Disengaged Employees



**48%**

of America's working population  
is actively job searching or  
watching for opportunities

*Gallup 2021*

**40%**

of employees plan to  
leave their current jobs  
in 3-6 months.

*The Next Great Disruption... Microsoft 2021*

# The Question

**How do you connect and build culture within your organization?**



# Hierarchy of Needs



"A Theory in Human Motivation"  
Abraham Maslow, 1943

**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

# Recognition Drives Engagement

When employees believe they will  
be recognized, they are

**2.7x**

more likely to be highly engaged.

# Recognition Drives Engagement

On average, programs where managers send at least one recognition per month, saw

**2x**

the participation by employees than those where managers sent less recognition.

# What To Recognize?

Attitudes

Behaviors

Contributions





# When to Recognize?

## 85%

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

### Stage 1

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You feel there is a strong need to prove yourself.

### Stage 2

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You keep working harder and harder to achieve this.

### Stage 3

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You Begin to neglect your own needs more.

# How Do I Recognize?

You made a difference by...

You stepped up by...

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

Thank you for...

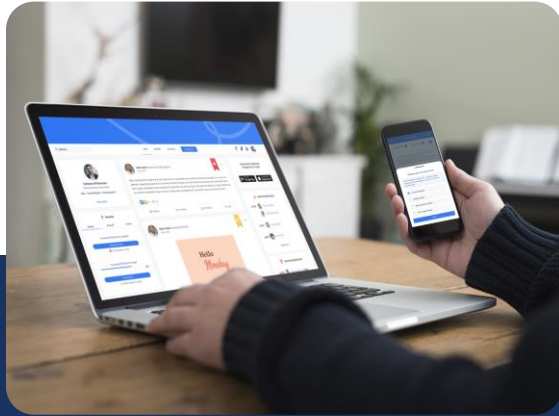
I really appreciate... Congratulations on...

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

Great work with...

Your hard work accomplished...

# Where To Recognize?



**Online**



**One on One**

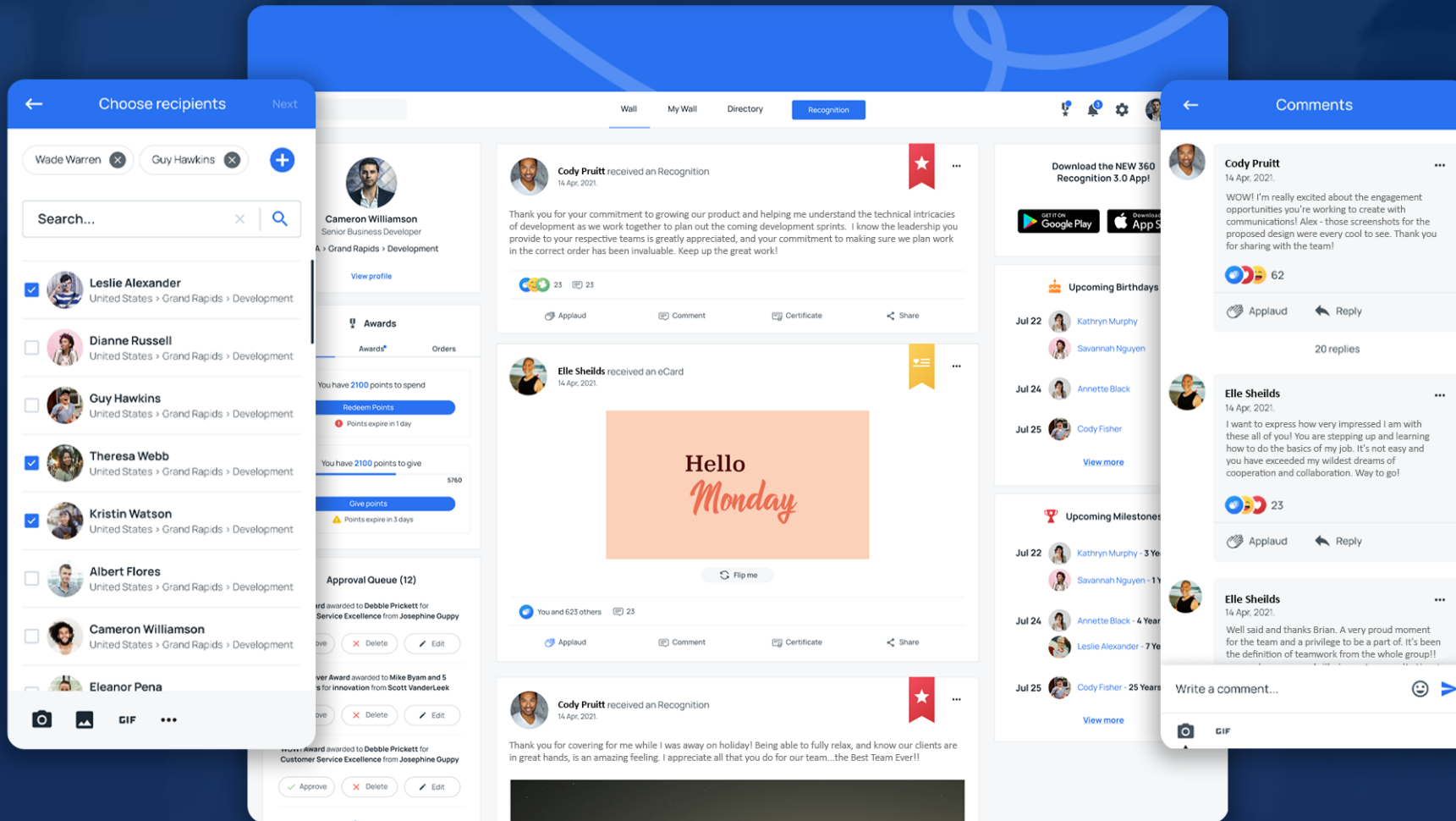


**Public**




**Everywhere**

# A Tool for All Employees






# Wellness Programs: Goals



- Health care costs
- Health risks
- Absenteeism
- Workers' comp claims
- Injuries
- Sick days
- Stress
- Burn out



- Employee productivity
- Employee morale
- Retention
- Recruitment
- Engagement
- Resilience
- Team building
- Fun



# Value on Investment



# Wellness: How?

## Inclusive

Engage as many employees as possible with inclusive challenge parameters.

## Measurable

Measure what matters. What does success look like for your organization?

## Motivating

Incentives, recognition, discounts on insurance premiums, etc.

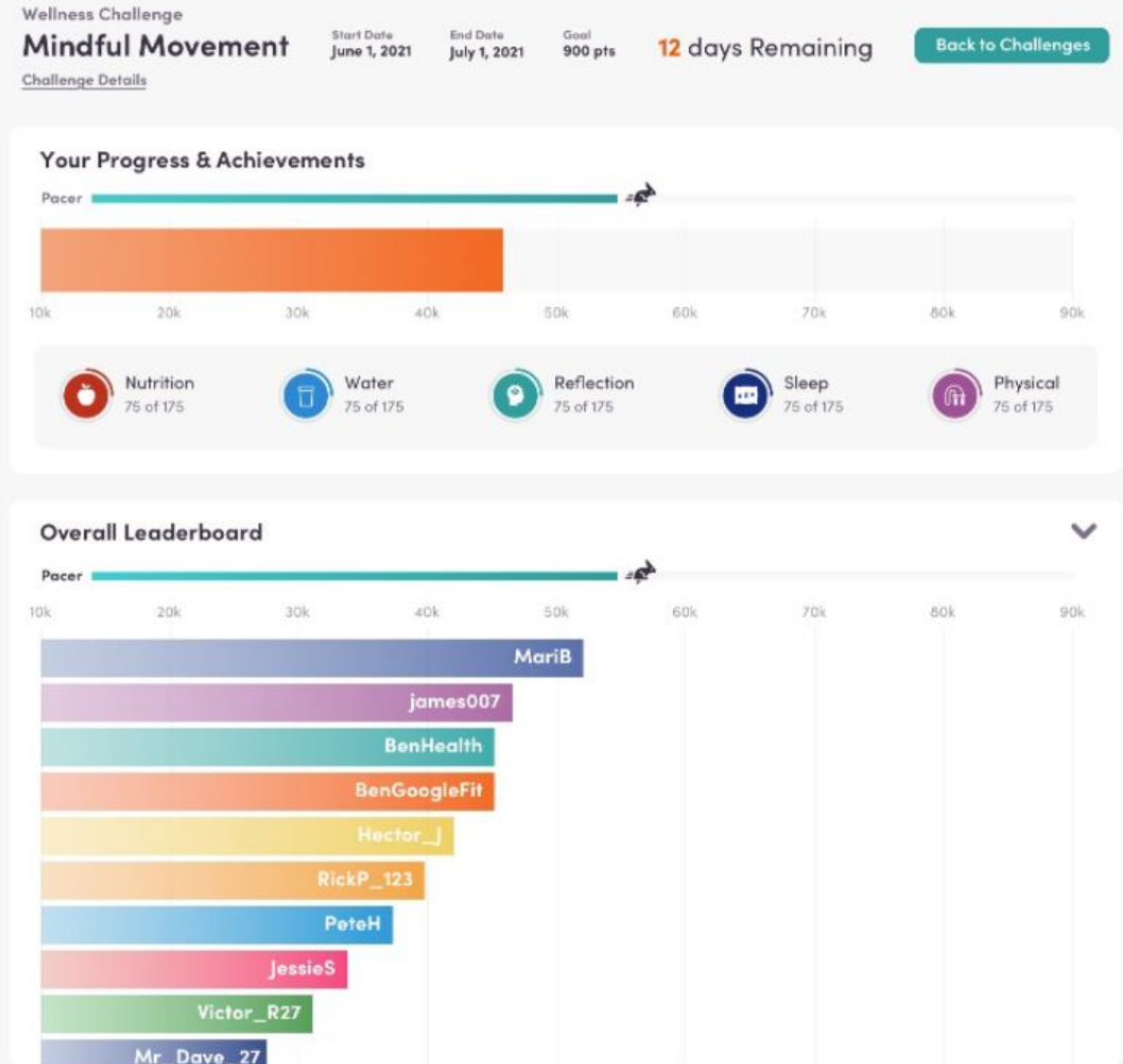
## Unique

One size doesn't fit all – company, individual, or team.

# Inclusive

No matter...

- **how** they move
- **where** they are
- what they have **access** to
- their **fitness level**



# Measurable



*"That which is measured, improves. That which is measured and reported, improves exponentially."*

**- Karl Pearson**

# Motivating

## Keep It Simple

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Don't make your wellness program a second job for employees.

## Communicate Often

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Marketing, leadership buy-in, and regular communication is key.

## Leverage Social Impetus

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People are more likely to stick with a program if they're doing it with friends.

## Recognize and Reward

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Incentivize for a job well done.



# Recognition

## Employee Spotlight


### EMPLOYEE SPOTLIGHT

Most of you know Rob as our CRO, what you may not know is that he has made some major lifestyle changes since joinign our activity challenge. "Before joining, I was averaging 2,000 steps a day in my desk job. Now, I prioritize movement throughout the day. It's easy to get 3 sets of 10 minutes done and feels less overwhelming." Rob is now averaging 6,500 steps a day! Go Rob, go!



## Peer to Peer

4:44




Ben Parzybok


**benwillow**

August 8, 2021


8,497

Total Steps




 Steps

|

 Activity

8,497

0



The old powerhouse on the

White Salmon

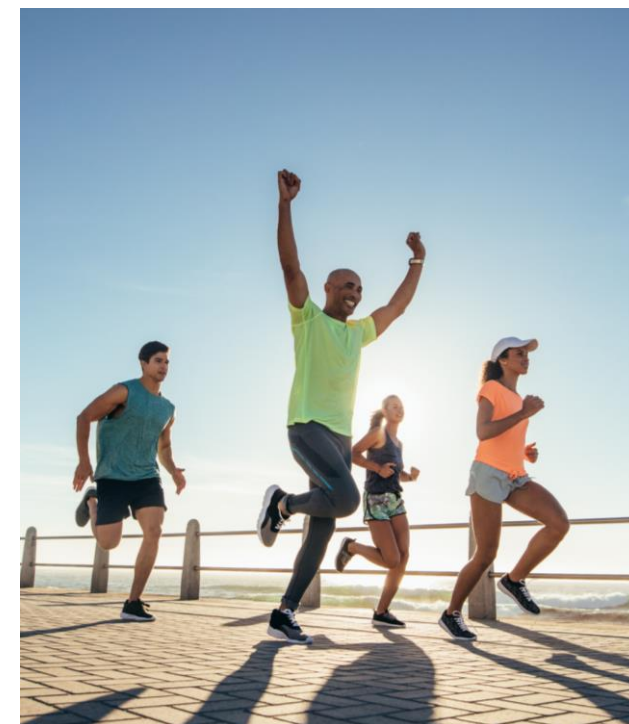


Madmartigan

Wow this is beautiful. Good day of stepping too! Going into nature definitely makes it easier to log more steps.

Aug 11, 04:41 PM

## Wellness Champions



Announce winners!!

# Wrap Up

## Recognition & Wellness

- Multiple initiatives working together have a compounding engagement effect.
- Effective wellness and recognition connects with how employees work today.
- More than ever recognition and wellness drives engagement & builds community.





# Questions?



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



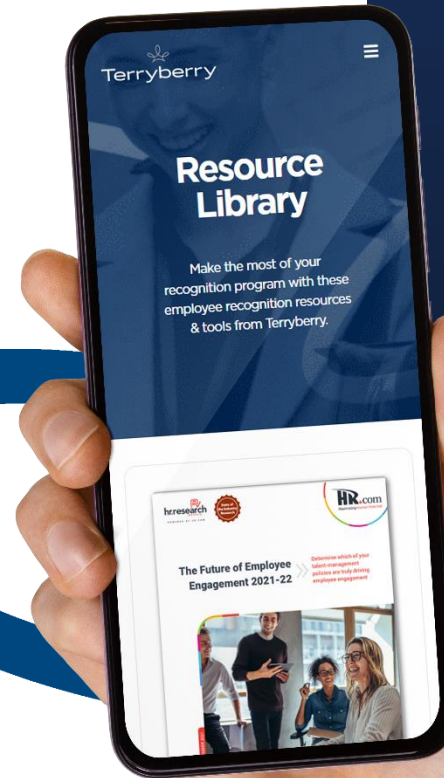
HRCI ORG-PROGRAM:  
**602175**



SHRM Activity ID:  
**Activity 22-PYVS4**

# Free Employee Recognition **Ideas, Tips, and Tools**

[www.terryberry.com/resources](http://www.terryberry.com/resources)



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