

Great job

Go team!

Celebrate Employee Appreciation Day

Thank you

High five!



Ideas to Celebrate Employee Appreciation Day at Your Organization

Discover real-life examples for appreciating your people all year long



Alexandra Powell
Director of Client Cultural Insights

Employee Appreciation Day is coming up in March and it acts as a catalyst for kicking off the celebration of your people all year long. The ultimate goal of this day is to spark the creation of a culture of continuous recognition – one where employees feel valued and are excited to show up every day.

Whether your key challenges include employee retention, employee burnout or connecting a dispersed workforce, HR leaders must adjust their engagement strategies in order to meet employees' needs and show employees appreciation. More and more, companies today are moving away from traditional methods – those one-off moments like employee of the month, annual performance reviews and tenure awards, etc. – to a more holistic approach that promotes continuous recognition.



Consider Employee Appreciation Day as a crucial milestone in your employee engagement calendar. It is an opportunity to reflect on your company values and reinvigorate your employee appreciation efforts.

To bring this to life even more, let's look at how organizations in various industries are celebrating Employee Appreciation Day:

1. Team massages/ facials, yoga



Grantley Hall, a hotel and spa in the UK, offered its employees yoga sessions and healthy meals with homemade blueberry smoothies. They also gave cupcakes to the team and employee drop-in sessions for support and wellbeing advice.



2. Customized gift boxes



Student Roost sends its “lucky dip” boxes to its HQ and properties. Everybody is different, so they get to select something they like – including brownies, flapjacks, sweets, drinks bottles, face masks and cooling spray.



3. Bulk appreciation and recognition



Team members can share their appreciation via a simple form to ask: Who is it for? What's your message – and do you want to include your name? Responses are then collated and sent to the individual on a nice document, which has resonated with its broad workforce.



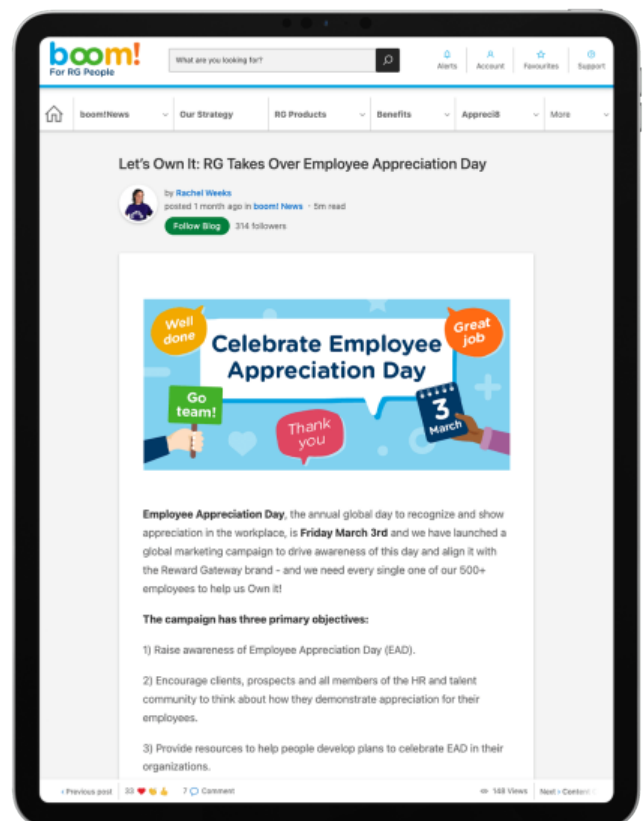
Dedicated eCards for Employee Appreciation Day

Whether you want to open up peer-to-peer recognition so everyone at all levels can recognize one another's contributions, or schedule a special moment to go out from your Leadership Team or CEO, tailored eCards are a great way to shine a spotlight on how your employees have gone above and



Reminders for managers

A lot can happen on any given day, let alone in a week. Make sure to remind managers and keep Employee Appreciation Day top of mind through regular reminders that EAD is on the way, like Reward Gateway did with our internal communications.



Remember, Employee Appreciation Day is a perfect opportunity for employers to say “thank you” to their people for working so hard and making your organization a great place to work. If you need a little more inspiration, here are eight reasons to say thank you:

1	For helping you with a project or work that you needed support with.
2	For doing their work in a way others can learn from – setting the standard for others.
3	For listening to you when you shared a personal problem or how you have been feeling recently.
4	For working cross-departmentally to solve an issue and find efficiencies.
5	For finding ways to keep the team connected and energized even as we work remotely.
6	For bringing a positive attitude to work, despite any stressors (big or small!) in their personal lives.
7	For going above and beyond at work while living your company values.
8	For offering a new perspective and helping you think outside the box when you needed it the most.

Recognizing employees and showing them appreciation is something that can be done all the time as part of your company culture. Doing so increases employee wellbeing AND increases employees’ willingness to go above and beyond, which means your employees are less stressed, more productive and more motivated to help you achieve your business goals.



If you’re looking for additional ways to embed everyday reward and recognition into your culture, get in touch with us today.

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