CAUSE THE EFFECT

SHRM22

Annual Conference & Expo
New Orleans & Virtual
June 12-15

Appreciate it!

Putting an exclamation point on recognition

#SHRM22

Appreciate it!
Putting an Exclamation Point on Recognition
Debra Corey
Author, Speaker and Consultant
RewardGateway
the employee engagement people

What’s on the agenda today

1. Why recognition is important
2. The golden rules of recognition
3. How to build a recognition pyramid
4. Case studies

Why
recognition
is important

Recognition impacts how employees feel . . .

Increases their awareness

Increases their trust

Fosters a sense of belonging

Supports their happiness

Supports their wellbeing

Recognition impacts how employees act . . .

Increases employee engagement

14% higher
employee engagement

Increases employee productivity

can increase by **30%** when employees receive just one piece of praise a day

Drives revenue

2 times
higher revenue

Drives business results

12 times more likely to generate strong business results

Reduces turnover

73% of employees that are planning to leave said they'd remain if offered more recognition

Reduces burnout

43% lower burnout in organizations where they practice recognition

87%

of companies have employee recognition programs

It’s time for change!

65%

of employees said they haven’t been recognized in the last year and don’t feel appreciated

87%

of employees feel their recognition program is “stale, outdated, or used as disguised compensation”

boom

boom

boom

boom!

boom

boom!

CHEERS

CHEERS

CHEERS!

The golden rules of recognition

M = Meaningful

Recognise the ‘right’ **actions** and **behaviors**

Create meaning in **the ‘say’** (messages)

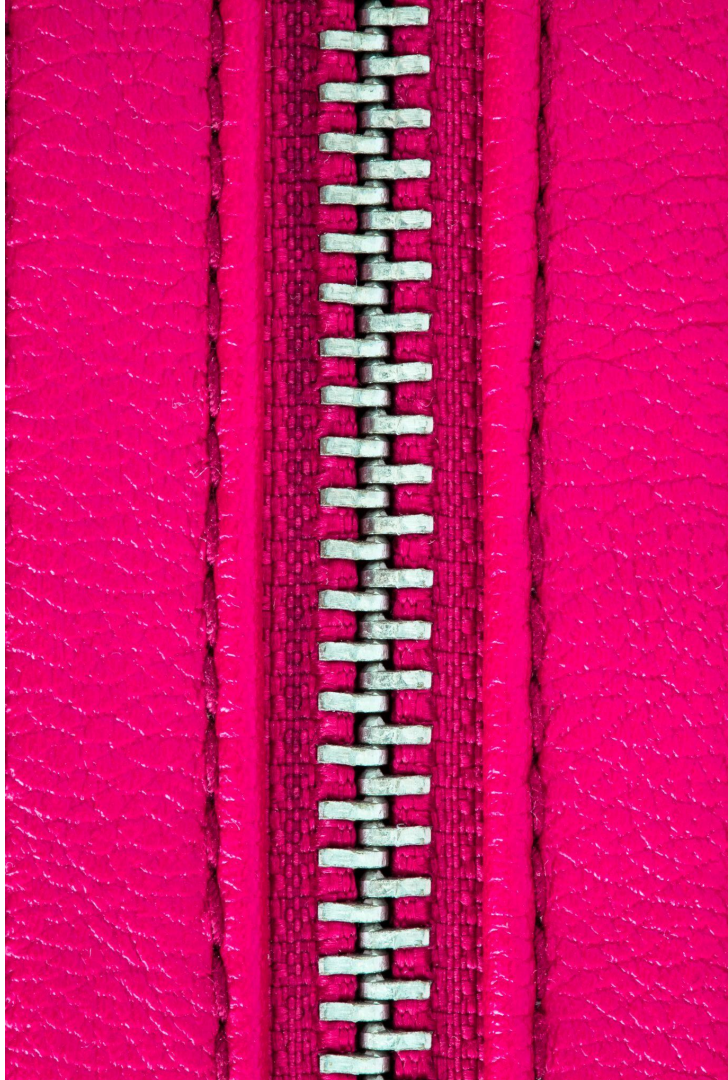
Create meaning in **the ‘do’** (rewards)

U = Unified

Adopt a crowdsourcing approach to **giving** recognition

Understand impact of putting a limit on people **receiving** recognition - winners & losers

Remove the hurdles preventing **participation** in recognition

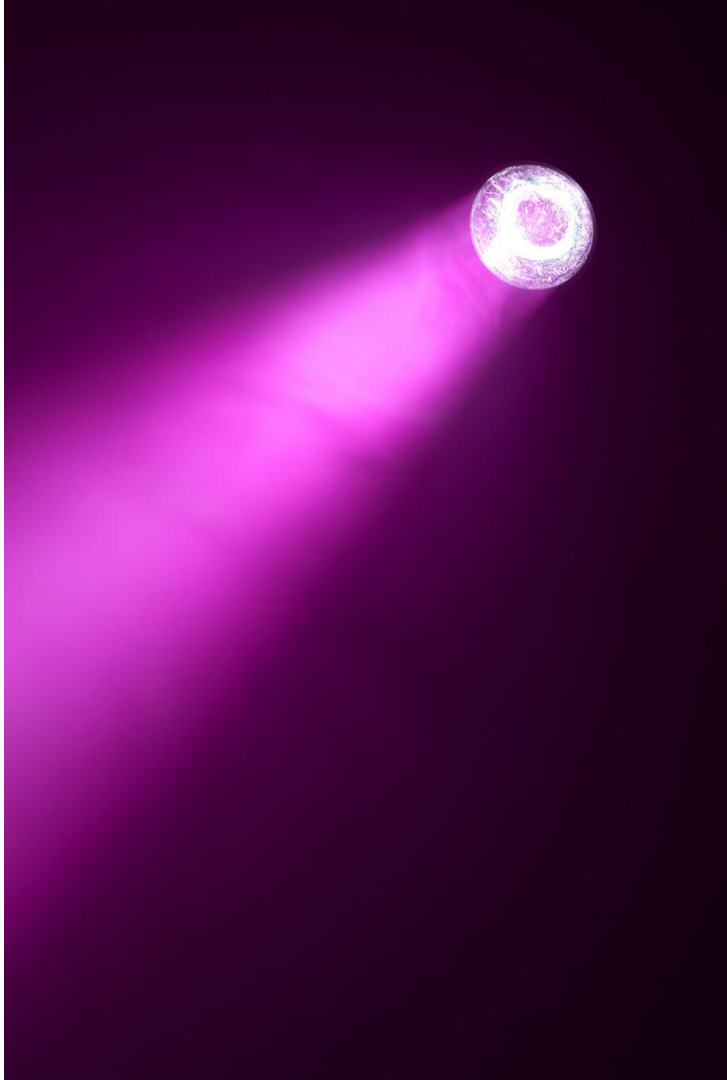


S = Spotlight

Use the spotlight to multiply the impact -
‘stir the love around’

Use the spotlight to showcase what
good looks like

Use the spotlight to help **connect**
your people



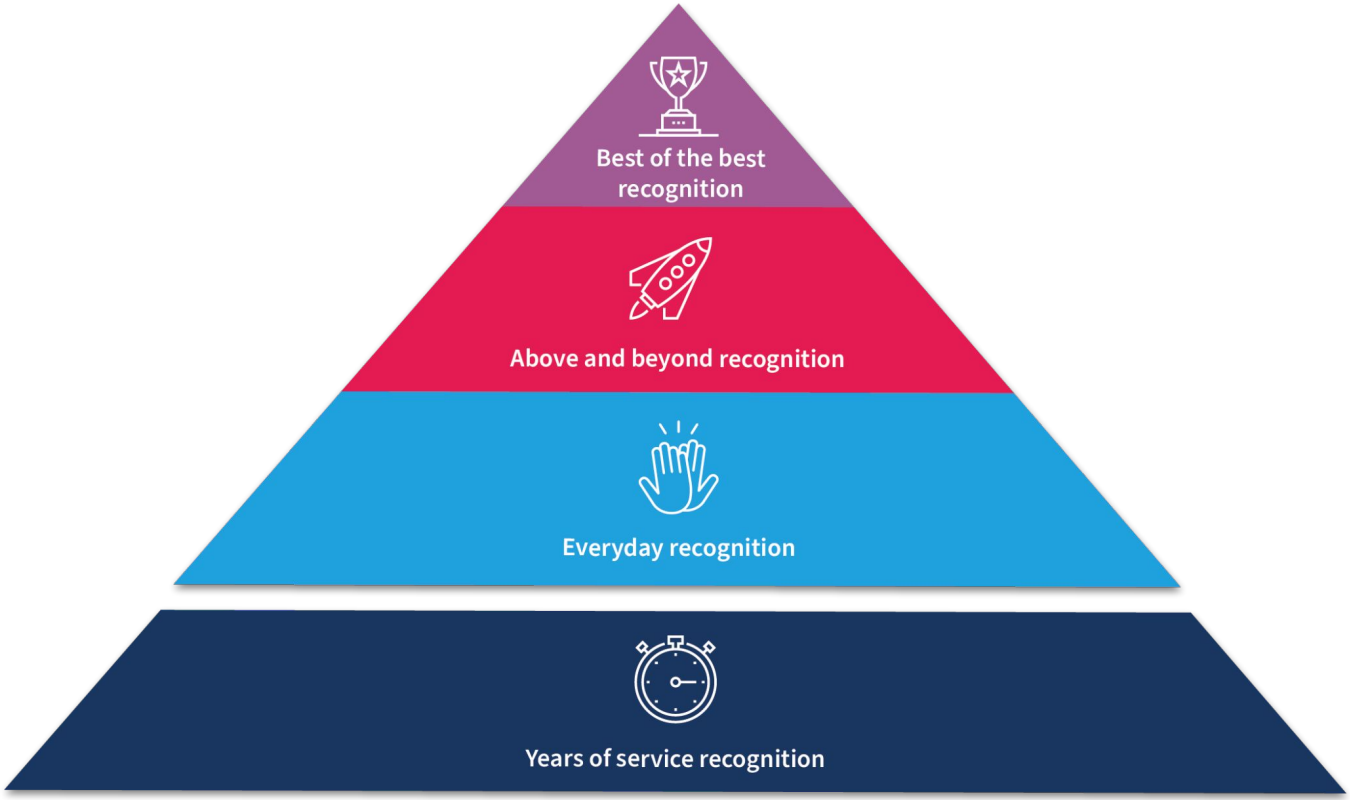
T = Timely

Practice **‘in the moment’** recognition

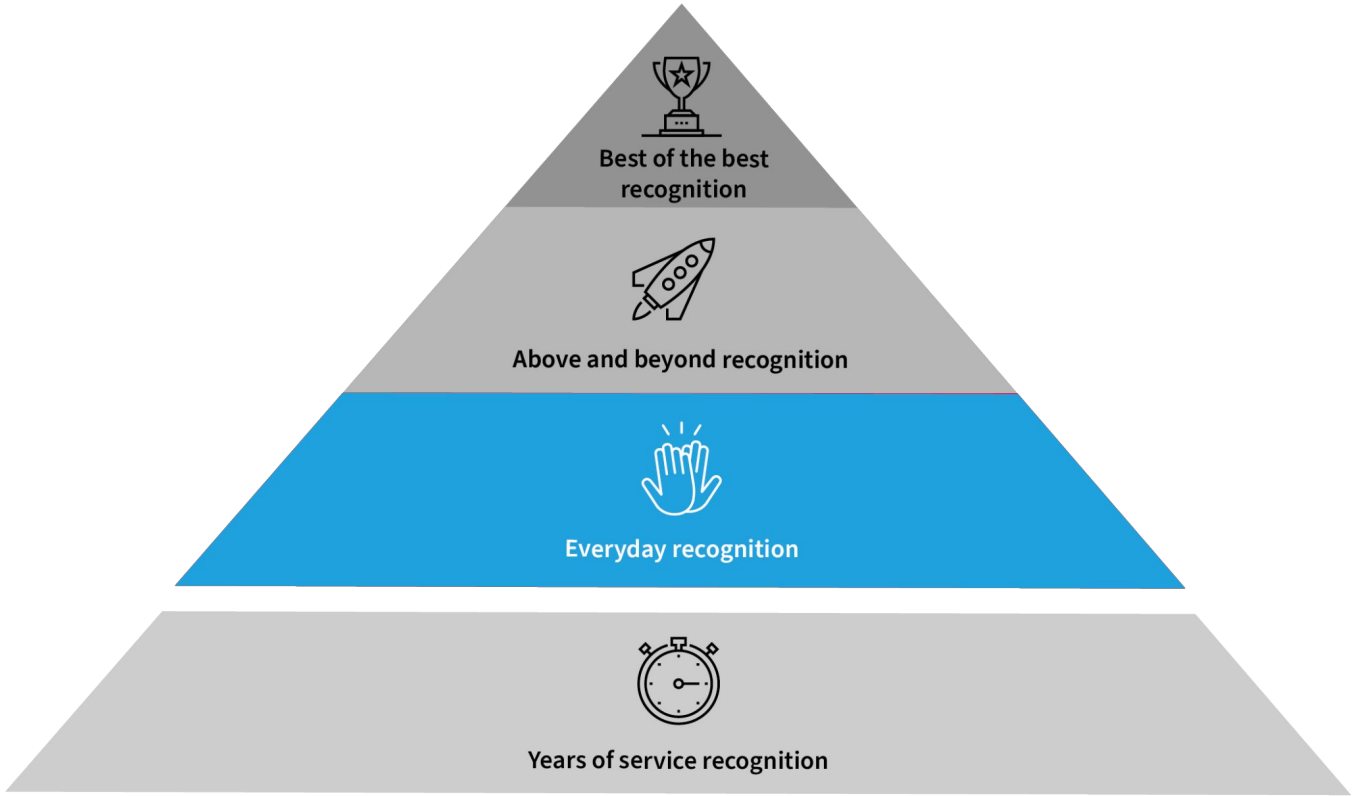
Recognize big and **small wins**

Revisit your **time-based** recognition plans

Recognition pyramid



Everyday recognition



E-cards used four ways . . .

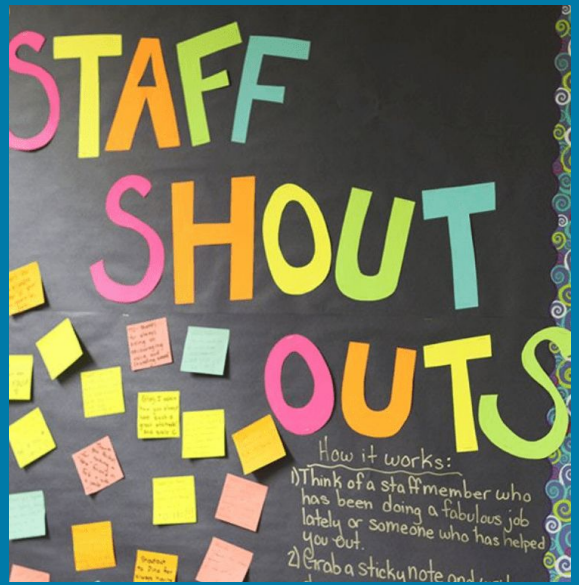
Certis Security
Values-based

HomeServe
Greetings

Teleperfor-mance
Fun campaigns

Missguided
Special cause campaigns

Thinking outside of the tech box . . .

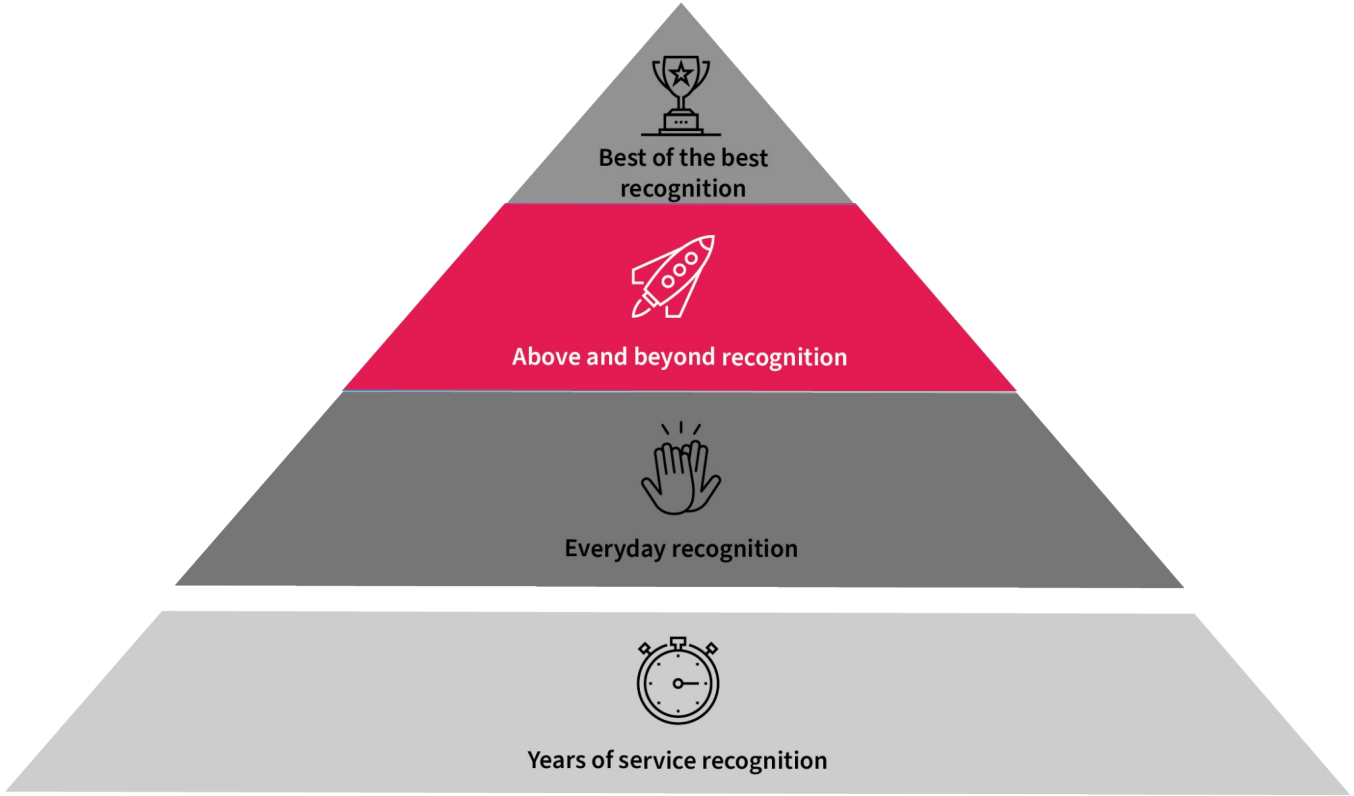


Postcards

Shout Outs

Post its

Above and beyond recognition



Peer-to-peer above & beyond recognition

Reward Gateway
Anytime You Rock Awards

Chelsea Football Club
Quarterly Pride of Chelsea Awards

KFC
Anytime Culture Vulture Awards

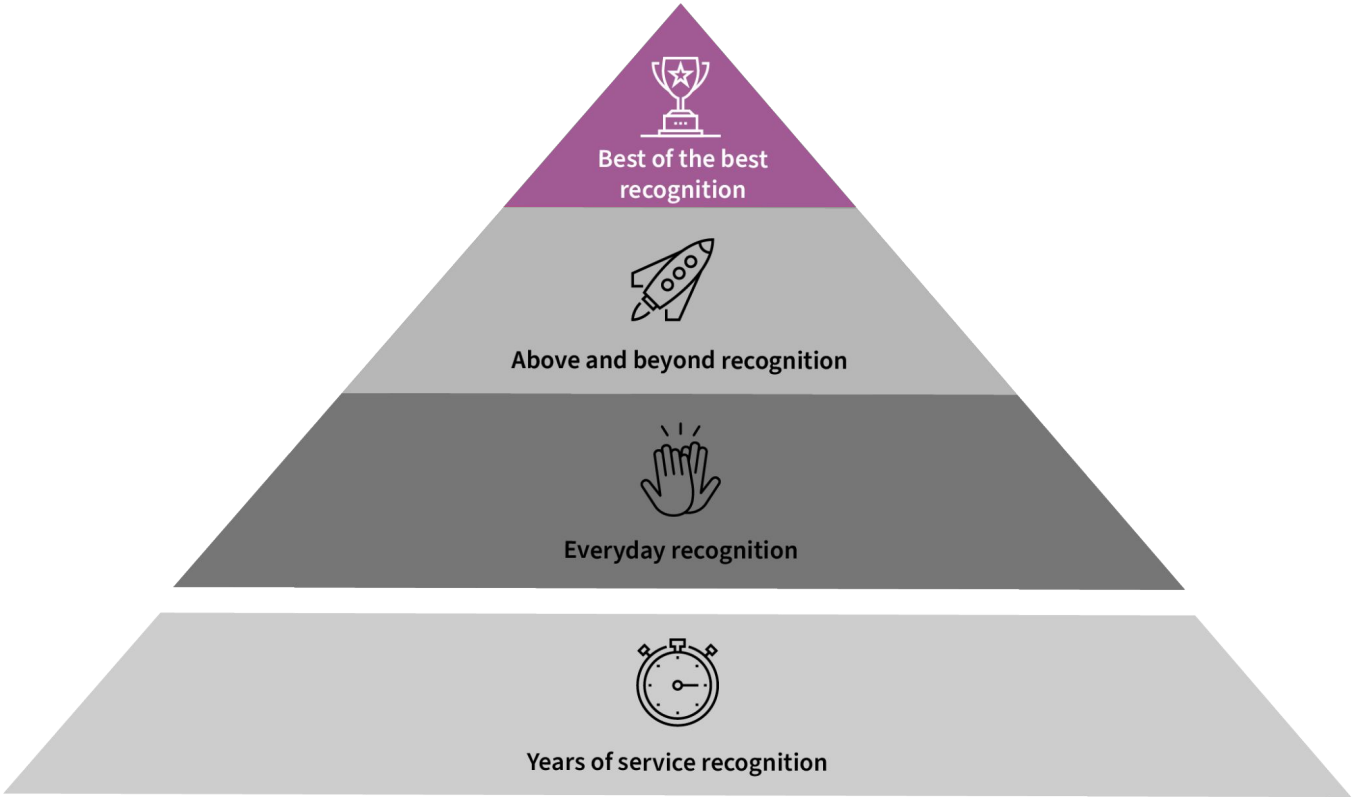
Manager above & beyond recognition

Reward Gateway
Anytime Game Changer Awards

Ascentis
Celebration Tickets

NextLevel
A Night on the Town Awards

Best of the best recognition



Peer-nominated best of the best recognition

HomeServe
Quarterly Shining Star Awards

C Space
Annual Impact Awards

Shell Energy
Annual Shine Awards

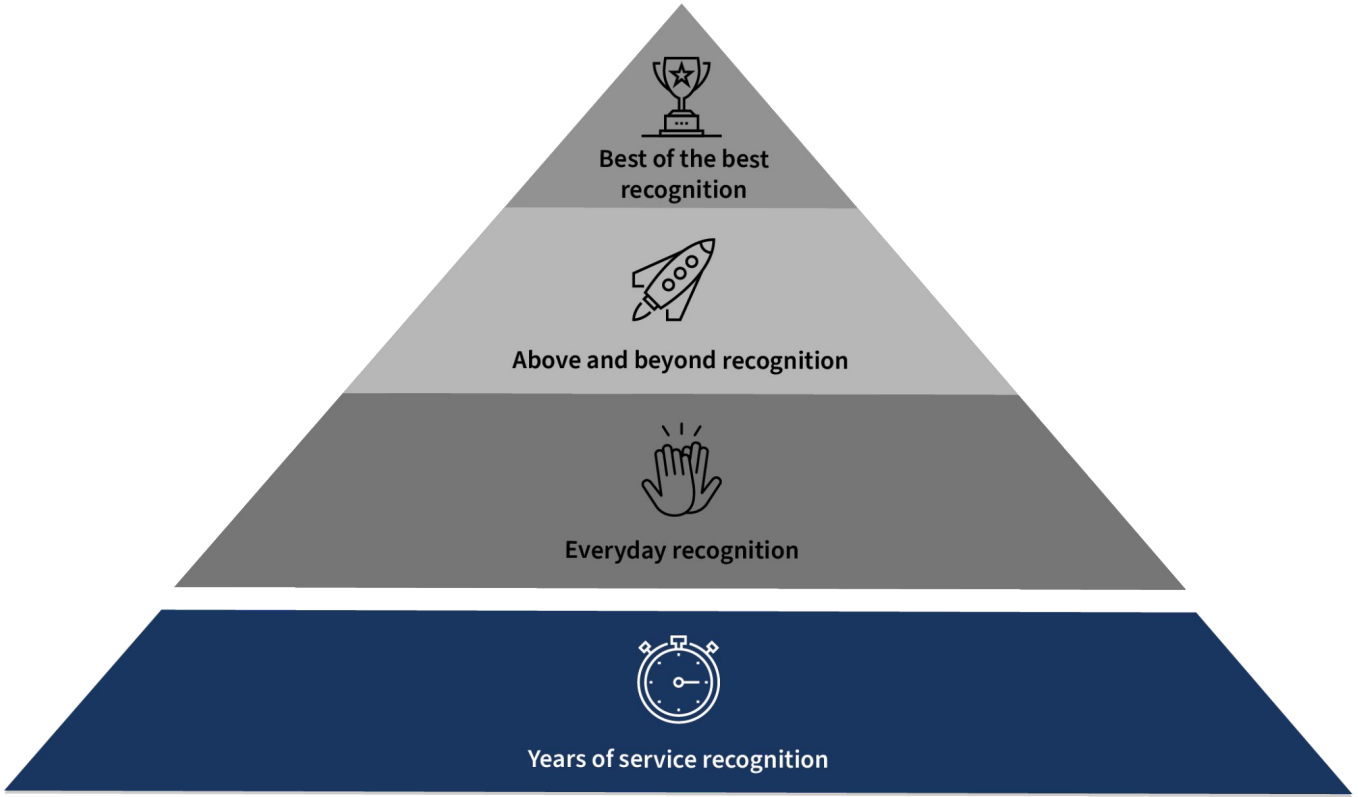
Manager best of the best recognition

Zappos
Monthly GOAT Awards

Zoom
Quarterly Executive Awards

InterGlobe Airlines
Employee of the Quarter Awards

Years of service recognition



Anniversary e-cards

Avanti Living

Brightline

Charles Tywitt

Glad Group

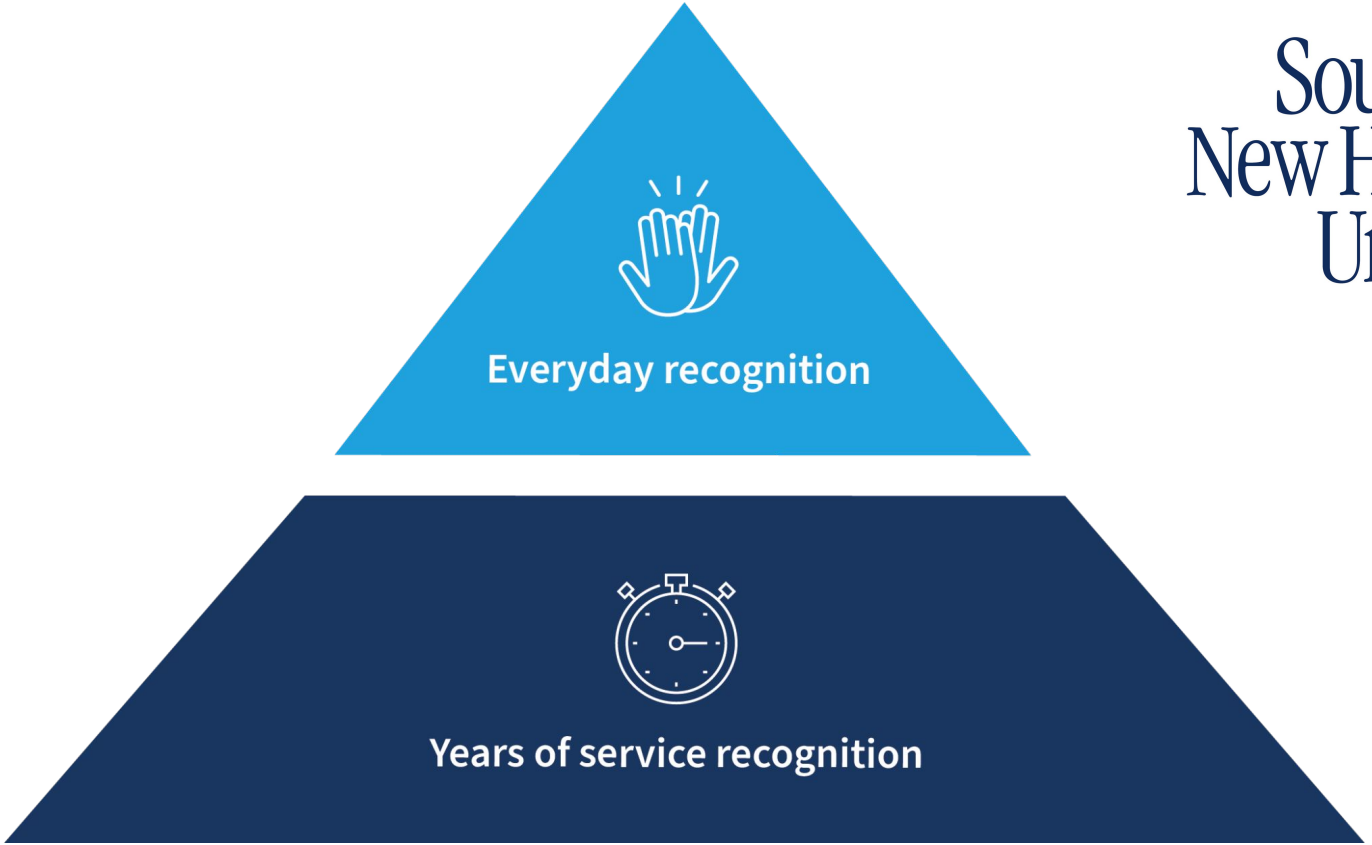
Years of service examples . . .

Zappos
License plates

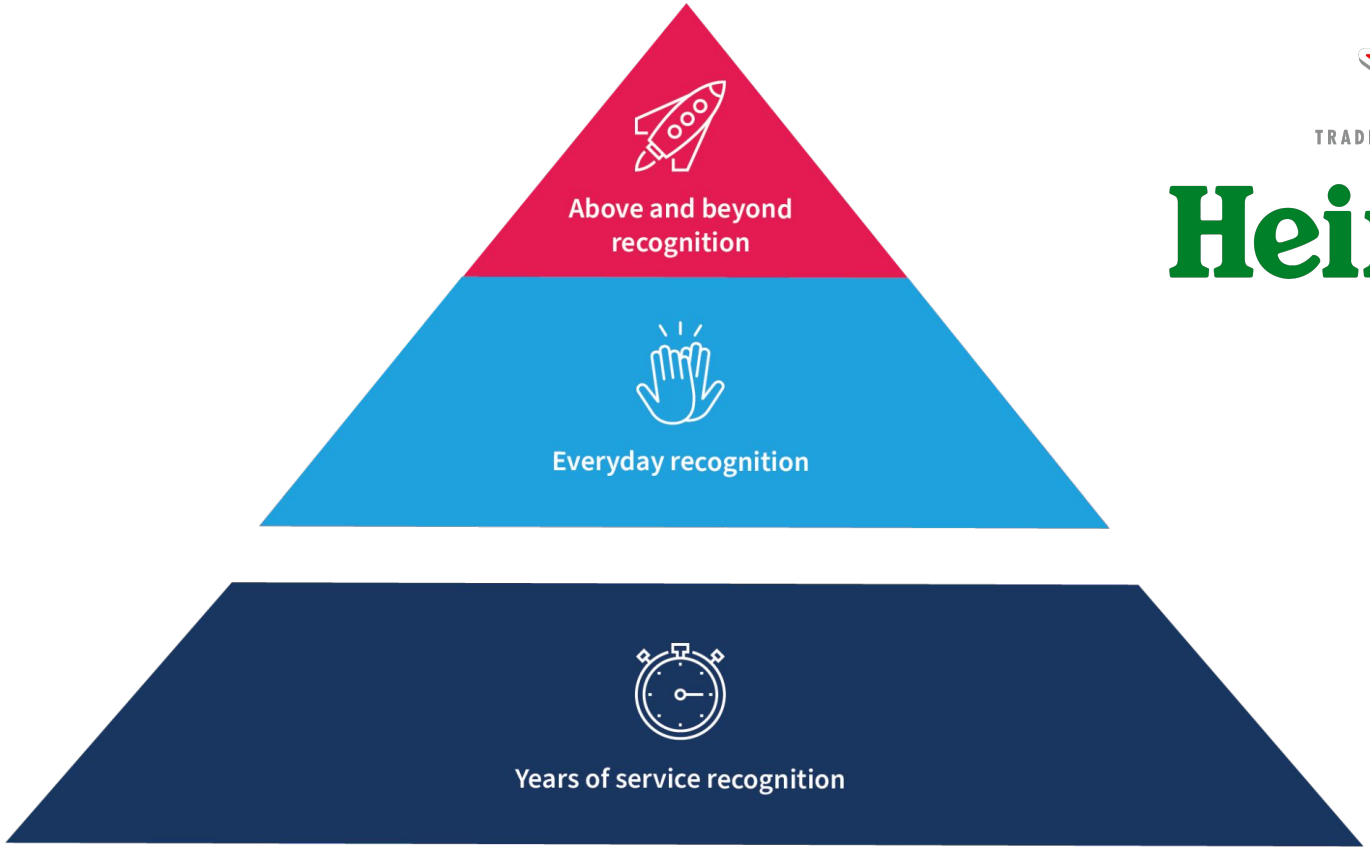
Teleperformance
Paid time off

Atlassian
Bobbleheads

Case Studies

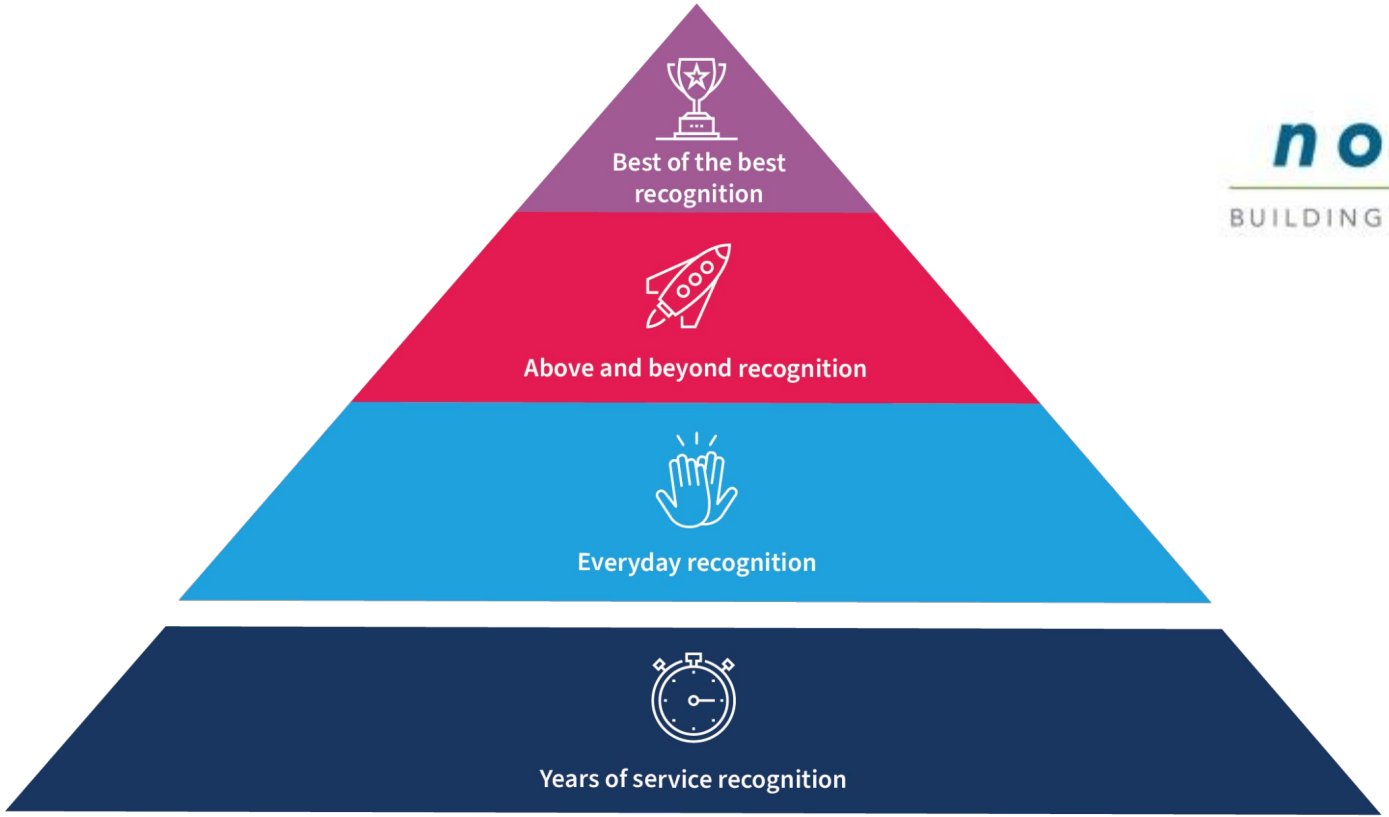


Southern New Hampshire University



TRADE MARK

Heineken®



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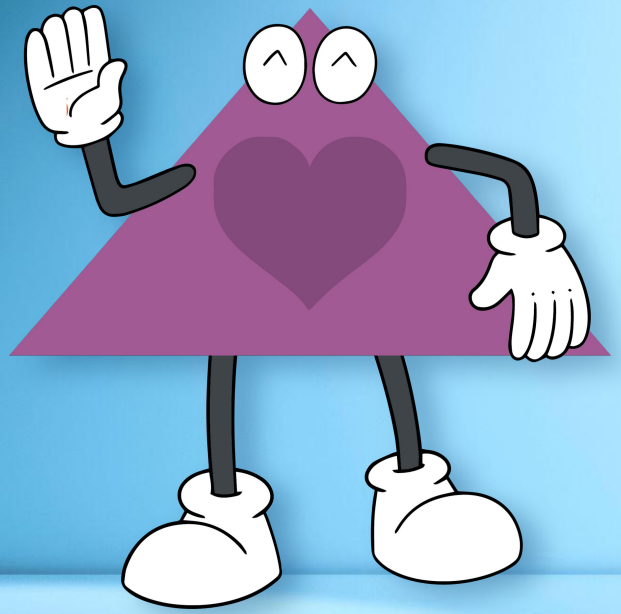
BUILDING WITH TRUST®

Get that appreciation feeling!



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Tuesday 10am

Reward Gateway booth #2759