

Why do it?

- Feeling of being appreciated
- Increases motivation
- Improves productivity
- Increases sense of community
- Improves overall wellbeing
- Helps create a high-performance team
- Improves retention



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Key elements

- Spreading the recognition culture as wide as possible
- Using recognition as a key part of leadership training and performance management
- Emphasizing the presentation in addition to the actual award received
- Linking the recognition program to business objectives/company values and the company brand – consistent messaging
- Providing “peer-to-peer” recognition opportunities
- Setting recognition targets and ongoing analysis of results against those targets

- Surveying employees frequently
- Aligning the company with an external strategic recognition partner
- Recognizing early
- Setting a recognition budget
- Ensuring top level management support

So, how do you create a culture of recognition?

If you see something you like, say it

- Efficient work
- Excellent cleaning habits
- Always punctual
- Supportive of other workers



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Collect information

- Get input from supervisors
- Don't forget to recognize supervisors as well
- Acknowledge referrals made by supervisors
- Acknowledge tough times

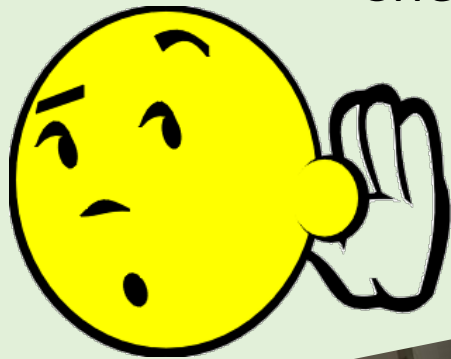


Learn employees' names



"When you can remember someone's name, it shows them that they are important to you and this can build rapport,"

Chester Santos, the "The International Man of Memory"



Acknowledge cultural events

- Identify cultural days of importance to your workforce
- Acknowledge in newsletters, at team meetings etc

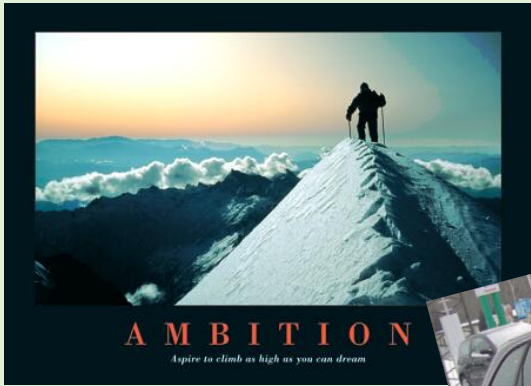


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Understand your employee's ambitions



Providing highly-valued education and products and services to the Australian meat industry

Help employees understand the company

- Do whole of plant tours
- Senior managers speak to teams
- Explain what company goals and targets are
- Post company achievements such as new customers, successful audits, new products, days without injury
- Show how individual achievement contributes to company goals



Celebrate individual achievement

- Employment milestones – years employed
- Community awards and achievements such as sporting wins, involvement with charities
- Promotions
- Completion of training
- A good idea that has been implemented by the company
- Award a holiday bonus or gift package



Get your facts right

- Pronounce and spell names correctly
- Make sure information is accurate



Provide opportunities for employees to contribute ideas

- Always respond
- Conduct an annual employee opinion survey
- Go around the room and ask each individual
- Ask them what they think about an issue/problem



Use multiple modes of recognition

- Senior staff seek out individual personally
- Company newsletter
- Social media, website
- Bulletin boards
- Team meetings
- Personal letters
- Make it timely
- ‘Wall of Fame’



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Offer special privileges

- Better parking spaces
- Access to training
- Opportunity to work on a special project
- Invitation to a celebration event such as a morning tea
- Financial incentives
- Contribute to employee's nominated charity



Facilitate peer to peer recognition

- ‘Pass the trophy’ events
- Opportunities to nominate people for recognition

