

5 STEPS TO ELEVATE YOUR EMPLOYEE RECOGNITION PROGRAM

➔ 67% of Best-in-Class organizations have a formal recognition program in place, up 16% since 2012 (67% vs. 58%). Top businesses implement such initiatives in order to drive employee engagement and boost their bottom-line. Best-in-Class companies have the ability to embed recognition in the company culture by empowering employees to recognize their peers' great performance, embracing innovative technology and consistently evaluating these efforts across the organization. How can your company best leverage these programs? Follow these five steps, and you'll be well on your way.

<input type="checkbox"/>	<p>Set a good example for the entire workforce by having managers recognize employees for achievements and positive behaviors. Only 14% of companies provide their managers with specific tools for recognition, so it's more important than ever to provide such resources to have a resounding impact. Disseminate examples via a social newsfeed so everyone across the company can learn about the achievement and add their peer-to-peer congratulations.</p>
<input type="checkbox"/>	<p>Tie physical awards to verbal/written compliments. In addition to an actual medal, trophy or plaque awarded in a company-wide public setting, allow recognized employees to choose something of meaning and value to them from a well-designed menu of incentive rewards.</p>
<input type="checkbox"/>	<p>Don't forget the mobile element of your employees' work style. Allowing employees to compliment and recognize their colleagues "on the go" is vital for program success, given the continued expansion of global and remote workforces. Strive to be like Best-in-Class companies, who grasp the impact of accessible peer-to-peer feedback 1.74 times more than All Others (47% vs. 27%).</p>
<input type="checkbox"/>	<p>While recognizing success is important to retaining and recruiting top talent, don't overdo it or misuse it. Focus on exemplary behavior and performance where recognition is appropriate to help garner attention and motivate future success instead of using cookie-cutter thank-you notes, templates and scripts.</p>
<input type="checkbox"/>	<p>It may seem contradictory, but try to de-emphasize overtly public (i.e. Facebook, LinkedIn, Twitter) statements of recognition. Sharing such information on public platforms allows outside competition to know that much more about who your top talent is and what they've accomplished, and who is worth recruiting. Instead, limit recognition to internal social sites, portals, internal emails or in-person lauding.</p>



➔ **Read the full report:** [The Power of Employee Recognition](#)