Connect with Staff

Reenforcing ideal behaviors by embedding an employee recognition and rewards program into workforce lifecycle management.

Objectives

- ✓ Increase employee engagement by helping staff feel connected
- ✓ Integrate inside staff workflow
- ✓ Promote behaviors through continuous positive reenforcement
- ✓ Discover top employees across mission-critical behaviors
- ✓ Prepare to make workforce predictions with data in the future

Turn the Dial

Deloitte reports 14% improvement in staff engagement with an employee recognition and rewards program. It has been found with every 15% improvement in staff engagement leads to a **2% increase in margins**.[1]

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[1] https://www2.deloitte.com/ie/en/pages/deloitte-private/articles/recognition-programmes.html

What does Your Company Value?

The behaviors you insert into Recognize will be reenforced in your staff. In the book *Good to Great,* we saw that leaders need to have core values that guide them through both good times and bad times.[2] What are those values for your company and what do you want to promote?

Emphasize

Staff send and receive continuous positive feedback, termed *recognition* from peers and managers. Attached to the recognitions is a badge that represents the behavior or value.
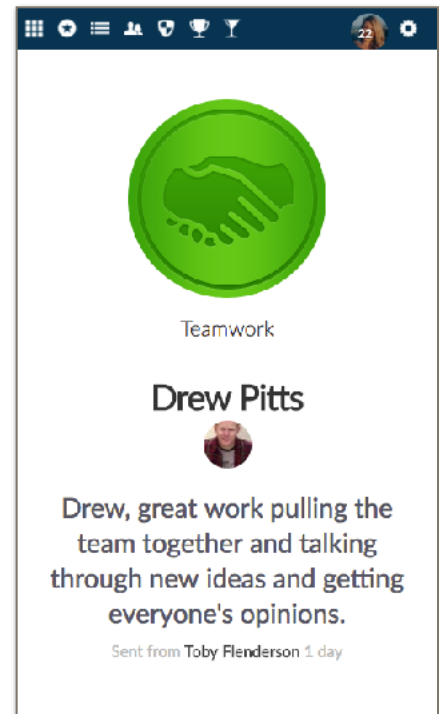
Discover

View values/behaviors at the individual, the group, and the company levels. This gives you a sense of what's really happening at all levels.

In Recognize, to view top employees in the categories across time, visit the Top Employees pane in the Company Admin. Expect to see more analytics in the near future. Contact us if interested in the coming personality package where we show the personality of your organization and groups.

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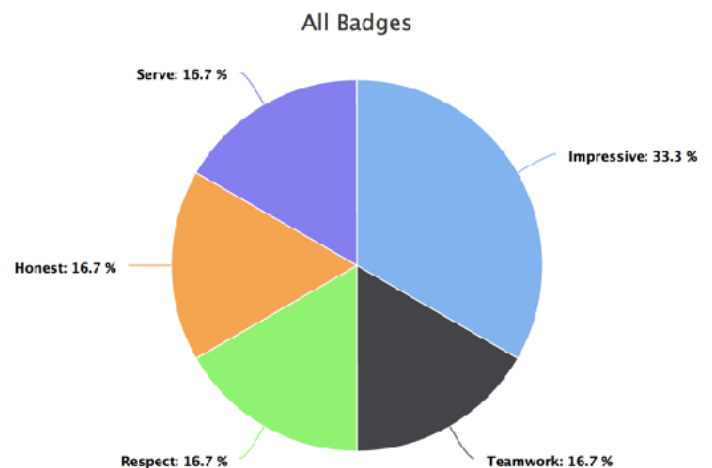
[2] http://www.jimcollins.com/article_topics/articles/good-to-great.html#articletop

Three Year Strategy

Date	Activity
Y1 Q1	Start with manager-to-peer employee recognition. Kick off with core values as badges managers can send staff. Keep it simple. Add all possible integrations: mobile, outlook, and more. Reenforce values through monthly recognition ceremonies and continuous notifications from Recognize. Use the department feature to give different parts of the organization their own recognition account. Add teams feature for all the locations.
Y1 Q2	Add anniversary program with Recognize. Provide start dates and birthday information. Survey staff and discover best approach to rewards. What resonates with them? Incorporate the survey results and possibly add a Visa gift card, Starbucks, and Amazon cards.
Y1 Q3	Add points to recognition and the rewards. Allow staff to redeem both company fulfilled rewards (PTO or lunch delivered to their desk) or gift cards.
Y1 Q4	Add nominations. Allow staff to vote on who did a fantastic job in the last quarter, month, or year. Have a subcommittee review nominations at end of year for end of year celebration. For Y2 forward, provide quarterly nominations.
Y2 Q1	Introduce peer-to-peer recognition with badges anyone can send. Add badges that are zero points with unlimited sending and also badges staff can send that can be only sent once a month or a few times a month to create scarcity.
Y2 Q3	Add the Hall of Fame to see who is the top employees across badges, locations, and time in a visual way.
Y2 Q4	Survey staff on updating badges to be more relevant. Survey all levels of the organization.
Y3 Q1	Based on results, update badges to reflect what is current in the organization. Retire badges that are not necessary any longer.
Y3 Q2	With years of recognition, your organization now has big people data. The benefits include predicting high value employees and utilizing attributes in Recognize at all stages of the human capital supply chain.
Y3 Q4	Refresh rewards to reflect what the company is most motivated by. Include charity donations as rewards. Add high-ticket items to gain buzz. Since you choose the reward values, if staff want to save their points for years, that's their choice.

Your Company's Core Badge Strategy

There is no wrong way to start using Recognize, because just like anything we will learn as we go. The best way to start is simply choose your core values as the initial badges.

| Collaboration | Accountability | Integrity | Respect |

Sub Value Ideas

Over time, your company can focus on different sub-categories within these core values. Ideally, we can correlate recognition data with internal company KPIs.

| Collaboration | Accountability | Integrity | Respect |

Cross Team	Owning It	Agile Thinking	Above & Beyond
Team Work	Finish Early	Always Learning	Conscientious
Reaching Out	Triple Check	Seeking Answers	Leader

Weighting Your Values

Through the recognition data, we'll be able to discover which values are important to your staff at different times. It takes two years to accumulate enough data to begin predictive analytics on this qualitative data.
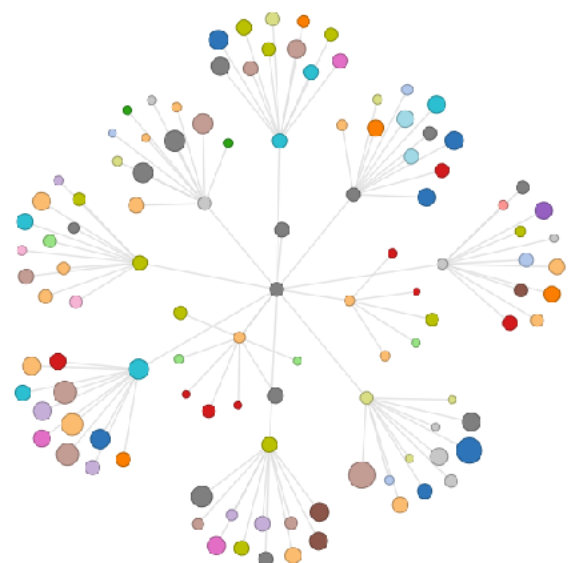
Targeting Demographics

To be most effective, your company can use the role-based recognition system to target different people. For instance, many companies have managers and employees, but companies can target any groups with custom roles in Recognize.

The follow are examples of badges to be given by managers and employees.

For Employees

Triple Check
Team Work
Agile Thinking
Collaboration
Accountability
Integrity
Respect

For Managers

Leader
Above & Beyond
Cross Team
Respect Gold
Integrity Gold
Accountability Gold
Collaboration Gold

Rewards and Points

To give extra meaning to the employee recognitions, points can be attached to each badge and redeemed in the company rewards catalog. The following examples are based on 200 points = $1.

Badge examples	Points	Frequency per month	Role
Respect	1,000	2	Employee
Integrity	1,000	2	Employee
Accountability	1,000	2	Employee
Collaboration	1,000	2	Employee
Respect Gold	2,000	4	Manager
Integrity Gold	2,000	4	Manager
Collaboration Gold	2,000	4	Manager
Respect Gold	2,000	4	Manager

Reward examples	Points	Description
Day off	30,000	One day of PTO
Half day off	15,000	Half day of PTO
Parking spot	6,000	Full month of VIP parking
Conference	60,000	Access to a national conference
Lunch delivered	4,000	Up to $15 lunch delivered to your desk
Coffee on the manager	1,000	Get a coffee with your manager
Pass the buck	5,000	Get a card to hand it to someone when you want them to do your job's task.

Become a top 100 place to work by providing experiences and perks.

Consumer data shows a cooling in consumer merchandise purchases and an increase in experience purchases. Match this trend with your rewards offering.[3]

Buzz-creating experience rewards

Secret Agent Package

You and a friend get to go on an all day excursion with sky diving, laser tag, Ferrari rental, and a mixology class.

Om Package

You and a friend go to the premier yoga studio in the morning, followed by a Thai massage, and finally a trip to the local Korean sauna house.

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[3] https://www.washingtonpost.com/business/economy/shoppers-are-choosing-experiences-over-stuff-and-thats-bad-news-for-retailers/2016/01/07/eaa80b5a-b4a7-11e5-a76a-0b5145e8679a_story.html

Getting the Most From the Data

What behaviors do you want to be exhibited by staff in talent acquisition and promotion?

Recognize gives insight into the following:

- Engagement
    - Sending and receiving.
    - Teams and company-level.
- Top badges
    - Company, individual and team-level.
- Export any data
    - Comments and recognitions by time range is exportable.
    - It takes two years of data accumulation to make workforce predictions.

Adoption Strategy

Staff engagement is key for the success of an employee recognition strategy. Recognize saw 4x increase in sending recognitions for employees that had Recognize in their workflow and the company reenforced it on a monthly basis.

Make sure employee recognition is one click away. The following is the initial strategy we can create for your company. If more browsers are necessary, we can discuss that as part of our roll-out plan for your company.

Integration	Details
Chrome	View your recognition portal from the toolbar.

Integration	Details
Outlook & Office 365	Send and receive recognition from within your email.
Android, iPhone, Web app	Native clients as well as a fully functional, responsive web app.
Digital signage	Kiosk mode utilizing full screen browsers on public televisions.
Intranet	Provide side panel view to be one click to send a recognition from company intranet.

Expected Results

A value-drive peer-to-peer, social recognition program from acquisition, training, and continued development will align staff around company initiatives and values. It will enable leadership to discover top employees. When discovering top employees, we can create employee models ideal for future hires. **Your human capital is your most valuable strategic asset**. Finding and keeping the right people is critical to your company's long term success. Recognize helps to make that a reality to give you that competitive edge.