WOW!
Recipe for Recognizing Employee Success

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Affiliation or Financial Disclosure

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Focus Points

• Understand the benefits of employee recognition
• Identify components for recognition
• Implement production steps
• Add the element of WOW!
• Reward and Recognize success
WHY?

• Perform better
• Want recognition
Appreciated … More Engaged

78% … More productive – work harder

15% … More loyal – decrease turnover

50% … Fewer work site accidents
Benefits of Employee Recognition

• Boost morale & motivation
• Increase satisfaction
• Improve productivity
• Improve self-worth
• Decrease employee turnover
Avoid These Mistakes
What Do You Want To Achieve?
Mise en Place
# Recipe: Employee Recognition

<table>
<thead>
<tr>
<th>Ingredients</th>
<th>Measure</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employees</strong></td>
<td><strong>Inform</strong></td>
<td>Right people</td>
</tr>
<tr>
<td><strong>Skills</strong></td>
<td><strong>Assess</strong></td>
<td>What they know</td>
</tr>
<tr>
<td><strong>Tools</strong></td>
<td><strong>Fit job</strong></td>
<td>What they need</td>
</tr>
<tr>
<td><strong>Training</strong></td>
<td><strong>Often</strong></td>
<td>Knowledge</td>
</tr>
<tr>
<td><strong>Coaching</strong></td>
<td><strong>Growth</strong></td>
<td>Leadership</td>
</tr>
</tbody>
</table>
Instructions

• Know your team
• Be authentic
• Frequency
### Recipe: Employee Recognition

<table>
<thead>
<tr>
<th>Preparation Steps</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mix &amp; Blend</strong></td>
<td>Variety is key</td>
</tr>
<tr>
<td><strong>Marinate</strong></td>
<td>Let them learn to work together</td>
</tr>
<tr>
<td><strong>Season Appropriately</strong></td>
<td>Wow! Empower</td>
</tr>
<tr>
<td><strong>Bake</strong></td>
<td>Finalize the plan</td>
</tr>
<tr>
<td><strong>Misen en Place</strong></td>
<td>Work your plan</td>
</tr>
</tbody>
</table>
WOW! Success!!

• Add in
  • Humor
  • Sweetness
  • Zest
  • Fun!
  • Surprise!!
Not Just About $$ - Reward Success

- Recognize
  - Goals met
  - Action and behavior changes
- Involve everyone
  - ASAP
  - Vary methods
- Provide positive feedback
How Do You Recognize Staff?

• Team
• Individual
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