



Recognition Revolution

Fueling Employee Engagement for
Organization Success

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Introductions



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Agenda

- 01** Defining Employee Recognition
- 02** Barriers of Recognition
- 03** Why Recognition Matters
- 04** Recognition: What to Do – and What Not to Do
- 05** Q&A



Acknowledgment
can be more
rewarding than
money.



What is employee recognition?

Keep in mind—recognition can look different for each employee!

The organization notices their efforts

Communicating a specific instance

Timely

Acknowledging an employee for their contributions

Informal or formal

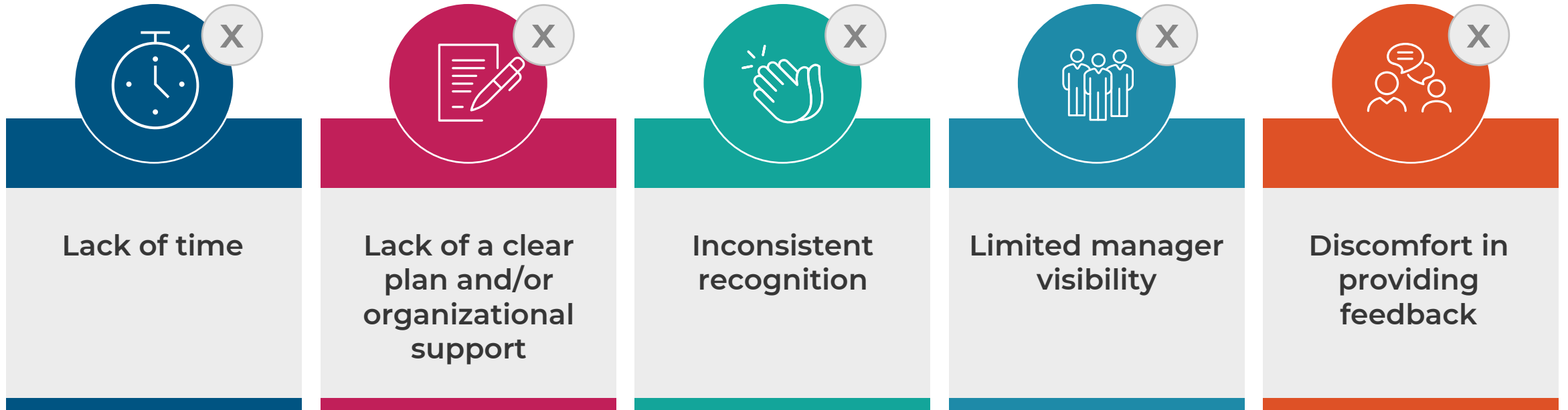


Behavior, effort, or achievement

Celebrating success

Recognizing a well-intentioned mistake

Barriers to Recognizing Employees





Poll

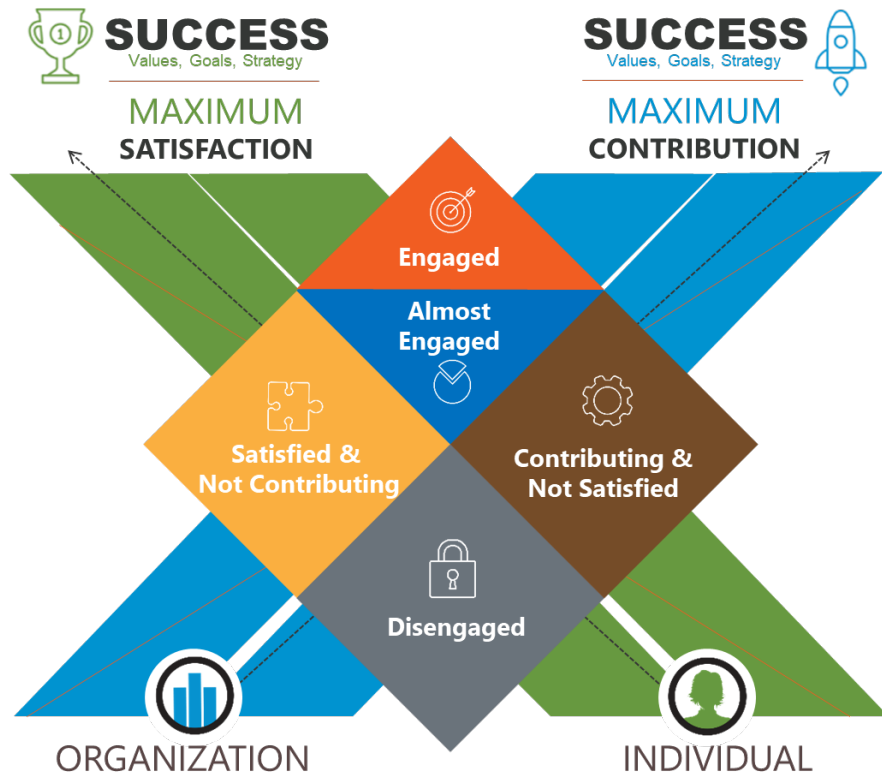
How does your company currently recognize employees?

- a) **No formal recognition program:**
recognition is driven by individual managers with no formal process.
- b) **Some form of recognition:**
light recognition efforts.
- c) **Formal recognition program(s):**
e.g., awards, recognition tools, bonuses, recognition systems, etc.

A man in a dark suit, white shirt, and dark tie is shown from the chest up, gesturing with his right hand as if speaking. The image has a teal overlay. The text is positioned on the left side of the image.

**Why should we
care about
employee
recognition?**

X Model of Engagement & Shared Responsibility



The Data...

Recognition has a strong correlation with key engagement drivers.

Employee Retention

Attrition risk is 3x higher when employees do not receive regular recognition.

- 2.4% of employees who **receive recognition** would leave their organization.
- 7.7% of employees who **do not receive recognition** would leave.

Employee Engagement

Engagement is 2x higher for employees who receive regular recognition.

- 87.6% of **engaged** employees report receiving regular recognition
- Only 39.3% of **disengaged** employees report receiving regular recognition.

Satisfaction & Contribution

- Employees who receive regular recognition have higher **job satisfaction** (86.9% compared to 53.8%)
- Employees who receive regular recognition are **clearer on their immediate work priorities** (93.2% compared to 68.1%)

Impact of Recognition

Additional Data

Survey Items	Receive Recognition	Do Not Receive Recognition	Difference (Δ)
My manager provides regular, specific feedback.	89.1%	32.1%	▲ 56.9 pts.
My manager asks for and acts on my input.	94.3%	42.8%	▲ 51.5 pts.
My manager encourages me to use my talents.	95.2%	45.3%	▲ 49.9 pts.
I have career opportunities here.	70.3%	33.6%	▲ 36.7 pts.
Senior leaders have created a work environment that drives high performance.	72.5%	37.2%	▲ 35.3 pts.
Senior leaders communicate effectively.	72.7%	39.8%	▲ 33.0 pts.
I like the work that I do.	91.4%	75.8%	▲ 15.6 pts.



The reward for good work is not more work. It is compensation and recognition.



How can we
recognize our
employees?



Ways to Provide Effective Recognition



**Personalized
Approach**



**Timely and
Specific Feedback**



**Peer or Top-Down
Recognition**



**Reward and
Incentive
Programs**



**Align Recognition
with Values and
Goals**

What Not to Do...



Q&A





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Thank you

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