



31 Flavors!

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Just like at the ice cream parlor, employee recognition comes in many flavors, from most to least desirable. There's recognition for good work (chocolate – yum!), not-so-good work (bubble gum – ugh!), and downright disasters (garlic – ick!). The not-so-good and the disasters tend to melt away on their own. But how can you recognize the good work beyond offering chocolate every time something positive happens?

To compete for high-performing employees, companies are crafting non-cash recognition programs, in effect, their own 31 flavors. But just any flavor won't do! A successful program must have rules and goals – identifying the achievements and behaviors that should be recognized, how and when rewards will be presented. The recognition program should also reach employees who get the job done every day, not just the high-profile performers.

With the rules and goals defined, get creative with your rewards menu and determine your favorite flavors:

- ▶ Temporarily rename a conference room after an employee or team.
- ▶ Create a brag board in the lunch room that lets employees post brags about others or themselves.
- ▶ Send a thank-you eCard to an employee; an unexpected "treat" at their morning login.
- ▶ Create an employee holiday, such as Accounting is Awesome Day.
- ▶ Go "Old School" and say "thanks" when you see something collaborative happening, skip the campy high fives through.

These are a few ideas to start building your own 31 flavors of recognition! Don't forget the most important part—recognition doesn't need six scoops or sprinkles, it just needs to happen. Your employees will appreciate acknowledgment of their efforts. Chocolate is good AND a cherry on top ... fantastic!