

10 Tips for Offering Employee Recognition That Works

From *Make Their Day! Employee Recognition That Works*

- Tip #1 Begin offering recognition the moment a new hire walks in the door. (Plante and Moran)
- Tip #2 Recognition programs are only effective if management works to create mutual trust, respect, and appreciation. (Remedy)
- Tip #3 Focus on building on strong working relationships. (The Container Store)
- Tip #4 Recognition is an effective way to reinforce values and produce results. (Pella Window & Door)
- Tip #5 Show you are committed to employee well-being. (JM Family Enterprises)
- Tip #6 Managers don't need structured recognition systems in order to be effective. (Williams)
- Tip #7 Human Resources can have a vital role in the recognition process—if that role is to support managers in *their* recognition efforts. (FedEx Freight)
- Tip #8 Create an organization focused on mutual respect, opportunity, and pride, and you will create an organization where employees feel recognized. (Design Octaves)
- Tip #9 Employees often view personal attention from the executive team as meaningful recognition. (Griffin Health)
- Tip #10 A well-designed peer recognition program promotes organizational values. (Microsoft Great Plains)

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Contact author: Cindy Ventrice
cventrice@potential-unltd.com
(tel) 831-476-4224
www.maketheirday.com