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Build Bridges Not Walls – Employee Recognition

By Trevor Marshall

Regular, one-on-one assessments with your staff provide an efficient two-way forum with which to

set and review realistic achievement targets, provide feedback on performance, and listen to and consider any problems employees may have. For example, a sales executive may feel that he or she is under performing, when in fact sales targets have been set too high. During the appraisal, these targets could be reviewed and set at more realistic levels. And after the goals have been met and the targets achieved, it is just but fair to recognize your employees effort in doing their best.

1. Why Employee Recognition?

This is where employee recognition takes center stage. Through employee recognition, you give your staff the reason to go on, push a little harder, and achieve their dreams as well. You can do this by giving them better opportunities to prove themselves worthy of the job you gave them. Giving people new or better jobs shows that you recognize their achievements and encourages them to achieve further success. Rewarding exceptional performance also inspires colleagues to improve their contribution in the workplace. All of these boil down to the point that employee recognition is, indeed, a vital element in the company's success.

2. Planned Employee Recognition

As its name implies, planned recognition is more of a pre-coordinated plan. Because of its frequency, the event may not necessarily be formal. Under this category, the most common employee recognition awards are customer service, attendance, outstanding achievements, employee of the month, productivity, and safety.

3. Immediate Employee Recognition

This method of employee recognition renders acknowledgement at any point in time for exhibition of the principles and ideals being upheld by the company and their role in achieving the targets and goals of the establishment. The company or management may award an employee recognition particularly upon a commendable effort, solidarity, accomplishment of an exclusive project, acquisition of a new

company procedure, or simply expressing indebtedness to the employee for making such effort.

4. Formal Employee Recognition

This type of employee recognition is done annually. Because of its formality, the event showcases a very glamorous and prestigious ceremony. This type of employee recognition renders acknowledgement on the total and outstanding performance of an employee. The award itself is so special that every employee aims to achieve it. These are sometimes known as presidents awards, the top 10 percent club, etc. In this type of employee recognition, the most common awards are centered on the employee or the department's outstanding and remarkable performance. This refers to an exceptional work that an employee was able to accomplish in spite of its level of difficulty. The company should, however, bear in mind that employee recognition does not simply mean that it is the right thing to do since your employee has done such merit.

5. The Reasoning

The main purpose of employee recognition is to build bridges among people, to establish communication, and to acknowledge the value of each employee in establishing the success of the whole organization. Moreover, employee recognition is utmost appreciated if the event is timely and is done at a more public gathering. In this way, the impression is more intense. Consequently, the employee recognition should delve more on the effort of the employee to accomplish tasks and not on the result itself. Research has shown that by giving equal weight to the employee's intellectual, emotional, and psychological needs through employee recognition, the commitment of the staff is increased and therefore productivity increased.

Employees must also remember that

– Employee recognition should not be expected – It does not translate to an instant promotion – It may not result in any additional monetary compensation – Is best perceived as a gift – The main purpose of employee recognition is to positively motivate the group

For more great employee recognition related articles and resources check out

<http://www.happy-employee.com>

Are You a Bridge Builder?

By John Boe

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There are two kinds of people in this world, those that build bridges and those that don't. Bridge builders are mentors; they share their experience and build bridges of encouragement and hope for others to cross. They are people of tremendous character and strength that give unselfishly of their

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time and talents. Bridge builders know the importance of taking time to help others without concern for credit or personal gain. They don't build for recognition or tribute; they build because it is their nature to build bridges. Bridge builders are considerate people and do their very best to support others. They understand the power of a kind word, a timely phone call or a note of praise. If you are a bridge builder congratulations, the world needs you and is a better place because of the difference you make in the lives of others. How many bridges have you built lately?

The Bridge Builder

An old man going a lone highway,
came at the evening cold and gray,
to a chasm vast and deep and wide.
The old man crossed in the twilight dim,
The sullen stream had no fear for him;
but he turned when safe on the other side and built a bridge to span the tide.

"Old man," said a fellow pilgrim near,
"You are wasting your strength with
building here; your journey will end
with the ending day. You never again
will pass this way. You've crossed the
chasm, deep and wide, why build a bridge at evening tide?"

The builder lifted his old gray head;
"Good friend in the path I have come,"
he said, "there followed after me today
a youth whose feet must pass this way.
This chasm that has been as naught to me, to that fair-haired youth may a pitfall be. He, too, must
cross in the twilight dim. Good friend I am building this bridge for him!"

– Anonymous

John Boe, based in Monterey, CA, helps companies recruit, train and motivate top-quality people. To view his online Video Demo or to have John Boe speak at your next event, visit www.johnboe.com or call (831) 375-3668.



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