

This Free E-Book is brought to you by Natural-Aging.com.

100% Effective Natural Hormone Treatment
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!

Recognition! What's In A Name?

By Chris Herrmann

Cameron Timpson is CEO of a medium-sized electronic assembly operation. He makes a point of

making a weekly recognition award to the best assembler on the factory floor. "Today," he shouts to the gathering crowd "it is Lavinia Argot's turn" and he turns to her to present her prize. Her mouth is smiling but her eyes are not. "My name's Davina Urquhart" she whispers. Cameron smiles and tells her not to worry about it.

The ability to connect with people at a personal level is such an important skill that all supervisors, managers, vice-presidents, directors and CEOs should possess it. Even the most trivial oversight can have a massively de-motivating effect on employees.

Recognition is not only some sort of formalized award ceremony; it is not contained only in a pay-check; it is part of the fabric of interpersonal relationships within the entire organization.

Personal details

In his book "How to Win Friends and Influence People" the best selling author Dale Carnegie tells us that a person's name is the sweetest word they will ever hear in any language. Remembering someone's name, especially if you meet them infrequently, sends a message that they are important to you. Forgetting names or getting them wrong sends completely the opposite message.

But surely there is a point beyond which it is impossible to remember every name in the organization. Well, the simple answer is "No". Your brain has a capacity in bits of 10 followed by 8741 zeros. A Gigabyte is 10 followed by 8 zeros (1,000,000,000) bits. So, compared with the average computer hard drive your memory capacity is enormous and there is no physical reason why anyone cannot learn 300 or a thousand names, given time. The only barrier to a manager learning the names of everyone in the organization is whether they think it is important enough.

Add to this list of names, details of where people live, their wives names, how many children they have and their interests outside work and you have a highly valuable motivation database at your disposal.

Recognition! What's In A Name?

Projects

When there is no senior management attention paid to projects they can often drag along and suffer from under-funding, understaffing or both and they may end up producing poor results. There is a fine line to be drawn between "breathing down their necks" and being motivational but that is the true skill of being a thoughtful leader.

Project teams need the same sort of collective recognition that an individual desires. As part of the team, each member can benefit from words of praise aimed at the whole project. In these circumstances, it can actually be more destructive to heap recognition on one particular team member when they may have achieved their success through collaboration with their colleagues.

Of course, Davina (or is it Lavinia?) was pleased that she had been recognized for her hard work by the CEO but his lack of attention to the small detail of her name took the shine off just a little.

Published by

<http://BoomerangAwards.com>

. Empowering business using technology and an ancient

primeval technique to create a new employee recognition and reward program. Obtain your FREE report "20 Tips To Running Successful Recognition And Reward Systems" at

<http://www.BoomerangAwards.com>

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

Recognition! What's In A Name?

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

Recognition! What's In A Name?

employee recognition is to positively motivate the group

For more great employee recognition related articles and resources check out

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

This PDF eBook is for free information distribution/sharing only, it cannot be sold.



This Free E-Book has been brought to you by Natural-Aging.com.

**[100% Effective Natural Hormone Treatment](#)
Menopause, Andropause And Other Hormone Imbalances
Impair Healthy Healing In People Over The Age Of 30!**