Giving Recognition
Strengthening your team culture

Course Overview

How You Will Benefit

Appreciation is a fundamental human need. Employees respond to appreciation expressed through recognition of their good work because it confirms their work is valued.

Recognition is also a powerful means of communication; it sends extremely positive signals to the recipient and others who are aware of the recognition act. Employee recognition is therefore a communication technique to be encouraged by all levels of leadership, who can play a key role in influencing management to use recognition as a performance enhancer in the workplace.

Despite the unquestioned benefits arising from employee recognition, one of the mysteries of the workplace is that recognition invariably is done badly, if done at all.

Benefits of Utilizing the 5 Principles

A work environment that appreciates the value of Giving Recognition:
- Satisfaction and productivity rise
- Team members are motivated to maintain or improve their good work
- Employee recognition is free or low cost
- Direct performance feedback for individuals and teams is provided
- Lower negative effects such as absenteeism and stress
- Teamwork between employees is enhanced

Course Objectives

At the completion of this module participants will increase their ability to:
- Describe the impact of recognizing others on individual and organizational success
- Demonstrate a set of key actions for giving recognition
- Determine the type of recognition best suited for each recipient
- Deliver recognition to sustain and encourage excellent performance

Key Topics Covered

This course explores the following subjects in depth:
- Impact of recognition
- Barriers to giving recognition
- Key Actions for giving recognition
- Tailoring your recognition to the recipient
- Planning and practicing recognition

Action planning for future recognition opportunities

What the Course Offers

- Experiential learning setting
- Opportunity to learn from others while applying the concepts in a risk-free environment
- Complete set of materials including participant guide, classroom videos and learning summary cards