



Showing Employee Appreciation

December 16, 2020



Agenda

- 1 Why Employers Should Recognize Employees
- 2 Why Most Employee Recognition Programs Don't Work
- 3 The Top Five Best Practices In Effective Recognition Programs
- 4 The Five Languages of Appreciation
- 5 How to Create Oxytocin
- 6 Q&A

Instructions for Submitting Questions with GoToWebinar



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› We will try to answer all the questions within the allotted time; however, if you did not get your question answered or if you come up with a question after the webinar ended, please contact webinarHRhelp@Vensure.com

Our Panelist



Robin Paggi
Training and Development Specialist

1

Why Employers Should Recognize Employees

Why Employers Should Recognize Employees

- › Increases Engagement
- › Increases Productivity
- › Improves Customer Service
- › Decreases Voluntary Turnover

2

Why Most Recognition Plans Don't Work

Why Most Recognition Plans Don't Work

Generic Actions

Group-Based

Rewards Aren't Meaningful

Infrequent

Not Perceived as Genuine

3

The Top Five Best Practices In Effective Recognition Programs



Top 5 Best Practices In Effective Recognition Programs

- › Recognize Based on Specific Results
- › Implement Peer-to-Peer Recognition
- › Share Recognition Stories
- › Make Recognition Easy and Frequent
- › Tie Recognition to Company Values and Goals

4

The Five Languages of Appreciation

The Five Languages of Appreciation



Words of Affirmation



Quality Time



Acts of Service



Tangible Gifts



Physical Touch

5

How to Create Oxytocin

How to Create Oxytocin

- › Be Present
- › Be Honest
- › Be Tactful
- › Be Personable
- › Resolve Conflicts
- › Apologize
- › Keep People in the Loop
- › Provide Social Opportunities
- › Celebrate Successes



Q&A

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**Thank You for
Your Time**

