5 WAYS A **REWARDS PROGRAM** CAN MAKE YOUR EMPLOYEES FEEL **VALUED**

WHITEPAPER

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Understanding what value is defined as for employees can help you develop and deploy reward and recognition programs that will enhance employee appreciation in a tangible way, and increase their sense of being valued.

Making employees feel valued is an important factor in creating the type of company culture you want to have in your organisation. Understanding what value is defined as for employees can help you develop and deploy reward and recognition programs that will enhance employee appreciation in a tangible way and increase their sense of being valued.

One of the easiest ways to design a rewards program is to keep it simple. Instead of having a vast range of different systems, rewards and parameters, settle on a basic system centered around points, then expand on it by adding multiple tiers and redemption options. Finally, implement gamification to keep employees engaged and excited about your rewards and motivated to compete against each other and themselves to achieve more and better things.

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SALES INCENTIVE PROGRAMS RECOGNISE THE VALUE OF EMPLOYEE SALES PERFORMANCE

You can make your sales department employees feel valued and respected when you recognise their achievements on the floor or in the field. Tie different rewards tiers to different actions, rather than making everything cutthroat and competitive over raw sales numbers. Instead, have lower tiers that can issue rewards for things like booking meetings, mid-range tiers for those fielding incoming sales calls and high levels with additional rewards for more difficult tasks like making sales off of cold calls, or turning an adversarial consumer into a customer.

This can prevent resentment if you have a few high performers who always "win everything:" They can be recognised and rewarded for their efforts, but less prolific sales employees can still feel incentivised and motivated to do their best. By encouraging your employees to focus on their own goals and not get caught up in over-competitiveness, you can maximise productivity and reduce in-office drama.

A scalable, points-based sales incentive program can be customised to meet your organisation's needs, and presented with built-in leaderboards and gamification to keep employees engaged. Points can be redeemed through a lavish rewards gallery that delivers value and encourages employees to set their own sales goals and rewards targets, helping them compete against their own record to earn points instead of against another employee.

"P2M's sales incentive & reward points program is web-based, provides complete reporting, and is available in 17 different languages".

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TRAVEL INCENTIVES AND REWARDS PROGRAMS RECOGNISE THE VALUE OF EMPLOYEE TIME

Travel is one of the best types of employee rewards/incentives, as it appeals to them emotionally and gives them something that is of significant value to them - time away from the office, doing something just for them. Travel can be viewed as even better than cash, and you can organise your rewards program to include travel as a redemption option for points earned or as a stand-alone incentive program that offers travel as the only reward.

You can make travel earnable through the points system, or plan travel incentives for an entire employee team as a reward for finishing a large project or meeting year-end goals. Make sure you think about any employees who have a disability when planning a group trip, and consider how allowing or disallowing a plus-one can affect familial relationships. Have a plan for an alternate reward of equal value if an employee cannot attend.

P2M's travel incentives can be applied either as individual rewards or administrated as group rewards with a paid trip for a group or team of employees (or even a whole department).

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EMPLOYEE REWARDS AND RECOGNITION PROGRAMS RECOGNISE THE VALUE OF POSITIVE COMPANY CULTURE

There are two ways you can reward employees for going above and beyond. You can employ top-down recognition as when manager gives rewards for certain behaviours, using a transparent system that removes any worries over favoritism or nepotism. Alternatively, you can set up a peer-to-peer recognition system that encourages employees to reward each other for positive behaviours.

Make sure that either system allows for rewards to be gained as immediately as possible, so the connection between the behaviors and the reward and recognition stay connected in your employees' minds. You can also make this individualised and team-based, by handling individual recognition managerially and encouraging rewards for the team to originate and accumulate at employee level.

P2M allows you to customise and structure your employee rewards and recognition program to deliver the best possible results and boost your company culture.

YEARS OF SERVICE AWARDS PROGRAMS RECOGNISE THE VALUE OF EMPLOYEE LOYALTY

Rewards for years spent at a company should be accompanied with a reward that is of real value to the employee. A significant gift of points or a nice travel reward can make your employee feel that their service has truly been recognised and valued.

Since most employees don't stay with the same company for decades anymore, consider making every five-year mark - or even an annual recognition - of the employee's work "anniversary" a way to appreciate employees who stay with your organisation. Don't forget to include social recognition as well.

P2M offers several ways to provide years of service awards to valued employees and recognise them for their efforts and company loyalty.

STAFF AND EMPLOYEE BENEFITS PROGRAMS RECOGNISE THE VALUE OF EMPLOYEE EXPENSES

Rewarding employees with tangible benefits that can help their salary go a bit further and provide for small luxuries can be a great way to make them feel valued. Imagine being rewarded with a significant discount at your favourite store, or a percentage off on tickets to an event you've been wanted to attend.

P2M provides exciting employee benefits redeemable online for discounted products, services, and experiences that are certain to make your employees feel valued.

Power2Motivate's platform can smoothly run your entire employee rewards and recognitions program. You can customise your offerings, track performance with real-time reporting on KPIs and ROI and watch your employees become invested and engaged through gamification.

Our global rewards gallery has thousands of different rewards, and our platform is available in 17 different languages, making it ideal for organisations with channel partners in multiple countries or international businesses with employees working worldwide.

Are you ready to start incentivising, recognising and rewarding your employees? Reach out to us and request a demo today.