HOW TO BUILD A **CULTURE OF APPRECIATION** WITHIN YOUR WORKFORCE

WHITEPAPER

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Peer-to-peer recognition is the most powerful and effective way of building a culture of appreciation in the workplace, By motivating employees to recognise each other's achievements and hold each other up, you can enhance the way different departments work together and build stronger teams.

THE POWER OF EMPLOYEE RECOGNITION

In a Globoforce[1] survey , the top challenges cited by HR professionals were employee retention and employee engagement. By making employees part of the team building and recognition process, your organisation can create a culture of appreciation that keeps employees loyal - enthused about their workplace and co-workers.

The same survey noted that:

• 68% of companies said their employee recognition program positively impacted their employee retention
• 90% of companies said their employee recognition program positively impacted their employee engagement
• 86% of values-based recognition programs showed an increase in worker happiness

Meanwhile, a Deloitte[2] report revealed:

• Over 80% of organisations having some form of recognition in place
• Only 60% of organisations tie recognition to business goals
• Using recognition leads to 14% higher employee engagement, productivity and performance
• A 15% improvement in engagement can result in a 2% increase in margins

Implementing peer-to-peer recognition can have a significant positive impact on your workplace culture, enhance employee retention and engagement while improving your bottom line.

BENEFITS OF PEER-TO-PEER EMPLOYEE RECOGNITION

Peer employee recognition can be much more impactful than manager to employee recognition. When praise comes only from managerial level, it can feel artificial or obligatory. When praise comes laterally, from someone the employee works with regularly, it can be more motivating and will be perceived as more authentic.

Benefits of a strong peer employee initiative include:

Better collaboration
Peer-to-peer employee recognition encourages a more collaborative approach to work, by building trust and respect between team members. When colleagues are being mindful of how their actions impact others, and are being recognised for their contributions, they will typically put in more effort to sync with and support their fellow team members.

Increased team morale
Peer-to-peer recognition builds up a culture of appreciation in the workplace that doesn't end with individual lifting spirits. Rather, entire departments can benefit and come together as the habit of recognising achievements celebrating joint success is established.

Greater employee happiness
Employees feel a burst of happiness when recognised by a manager, but recognition from a fellow employee is both more impactful and longer lasting. When honest praise is given, it builds strong peer-to-peer relationships and improves day-to-day feelings of contentment and happiness.

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Enhanced quality of work (and peer encouragement)
Peer recognition motivates employees to do even better work. Once it's happened even once, the motivation to be recognised again and again will be there, and staff will likely also reciprocate by giving recognition to others. This creates a positive cycle of continual improvement throughout the entire team.

Improved employee engagement
Employees who are engaged do better in their own work and push those around them to do the same. When employees are in direct contact with consumers, this leads to more attention to detail, personal drive to succeed and achieve, and better communications skills.

A more positive company culture
Implementing a peer-to-peer recognition setup for employees has an effect on individual employees, entire teams, and full departments, reaching up and down throughout an organisation while spreading laterally. The entire company becomes a powerful entity that equally supports all of its members.

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IMPLEMENTING A PEER-TO-PEER RECOGNITION PROGRAM

Recognition should be delivered as close as possible to the time of the desired and rewarded behavior, to strengthen the link between an employee's action and organisational results. Start by selecting a platform that allows you to deploy your recognition initiative across the company.

Nomination tools

Your chosen platform should include an intuitive, easy-to-use tool with which employees can nominate each other. Decide if you want nominations to be automatically approved, or sent through a manager for oversight. Ideally, the second step will not be required, but in larger organisations it may be necessary to avoid gaming of the system.

Range of rewards

Most employee recognitions systems operate on a rewards-points basis. You'll need a platform that has a large gallery of rewards so everyone in your organisation can receive value that fits their interests, wants, and needs. Redeemable rewards should be something they wouldn't normally get on their own, like a travel package.

Comprehensive reporting

You'll want to be able to track key performance indicators (KPIs) and return on investment (ROI). Look for a platform that offers multiple types of report generation across a range of formats, and allows you to track employee engagement with the recognition tools and rewards.

Social recognition

In an age of digital networks, it's vital to include social recognition at work and online for employees who nominate and are nominated. Managers can encourage adoption of peer-to-peer recognition by in turn recognising those who are paying attention to the accomplishments of fellow team members.

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DEPLOYING YOUR PEER-TO-PEER EMPLOYEE RECOGNITION TOOLS

Once you have found a program that offers all the features you need, let your organisation know about your chosen tool and their new ability to give positive recognition to one another. Make clear what types of behavior you feel should be rewarded. Examples include:

- Being an exemplary role model for other employees
- Portraying the essence of company values
- Meeting high-impact deadlines
- Going above and beyond to achieve success
- Helping a fellow employee complete a task or reach a goal
- Encouraging team collaboration
- Coming up with a implementable and unique idea

Managers should track employee adoption of the platform and processes, and continue to encourage use of the tool to boost employee engagement, New hires should be introduced to - and encouraged to use - the tool as part of the orientation and onboarding process.

WHY CHOOSE POWER2MOTIVATE?

Power2Motivate delivers all of the above features and benefits in a comprehensive recognition and rewards platform that is available in 17 different languages The system leverages gamification to keep employees engaged, and allows for implementation of Years of Service Awards, Birthday Awards, Instant Recognition Cards that notify recipients of their recognition in real time, and more.

To learn more about Power 2 Motivate's peer-to-peer employee recognition options and how to use them to create a culture of appreciation in your workplace, contact us today!