

Using Yearly Rewards To Motivate Your People



Awards
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One thing stands above all others for helping motivate your employees to be productive, engaged, and happy: Rewards and Awards. These can be some of the most straightforward and most cost-effective ways to congratulate your employees for a great year and good work.

Many companies bundle their holiday celebrations and gift giving in with giving the yearly rewards. But, they can easily overlook critical details at this time of year since you're busy with holiday schedules, your employee's days off, and family get-togethers. Getting everybody together outside a work shift for a holiday party and recognition ceremony can be a little challenging.

It takes a little work to plan a recognition and awards ceremony during other parts of the year, but it can mean so much more to your employees. The end of January and all of February can depress people and lower productivity. An awards ceremony can break the doldrums and give your employees something to look forward to.



According to a survey by the Society for Human Resource Management, 55% of workers say recognition is very important. As more Millennials enter the workplace, this number will inevitably rise. Right now, anywhere from 2/3 to ¾ of all employees are unhappy with their management and feel they are not appreciated. An awards ceremony can help make more of your employees feel valued.

Yearly awards do not have to have a large budget to incentivize your employees well. And the turn around you will get from your employees, their happiness, their engagement in the company, and their productivity will more than make up for it. Always consider the outcomes your employees are creating and develop your budgets from there.

Planning the Recognition Ceremony

Ceremony is a big word, but it doesn't have to be a big project. Simple celebrations and cost-effective planning can improve your employee's perception that the company cares for them.

There are just three steps you need to take to determine what your ceremony will be and how your employees will be engaged.

1. Budget Your Thanks

You will need to set a monetary amount on how much you are willing to spend on the celebration and the awards. Both of these can be adjusted and negotiated, as some rewards mean more to some people than others.

The primary places you will be spending your budget will be on the actual awards given to people, the venue, and the food. Of course, you don't need to have food for these kind of events.

Simple award ceremonies could be a simple catered lunch that includes a few minutes to hand out the awards right in the office. Or you could have an elaborate affair and meal at a ballroom. It will depend on your budget and what you are choosing to hand out for awards.



What your employees will remember about the ceremony is the meaningfulness of the awards. Take the time to work with a professional experienced awards company and allow them to help you in being creative. A unique award along with supportive remarks delights recipients more than anything else.

Some lower priced awards can include a quality pen with “Teamwork” and the person’s name. For demonstrating leadership, a unique paperweight can be a daily reminder of being able to make decisions and carry the responsibility. Coffee mugs and coasters are great for smaller awards.

Bigger achievements should be awarded with bigger awards. These don’t have to be expensive, but should be more than a paperweight or cup. Plaques and trophies can elegant, sophisticated, and inexpensive when in the hands of a proper creative team. Whatever your budget, work with a creative professional resource and let them help you do something unique. At AwardsIDEAS we’re always saying to spend whatever your budget is on something unique and different.

2. Plan For Everybody

When having an award ceremony, make sure to give out awards to all of your employees. The prizes can range anything from good attendance to superior leadership to increase sales. Every employee should receive something during the ceremony. Failing to remember one person or giving out poorly planned awards can be worse than not giving any awards at all.



If you have instituted a rewards programs, such as Employee the Month or were choosing to make daily recognition something that's important, we recommend you read these two whitepapers to do it right. (add links) This awards ceremony can be added on to these programs and help your team become successful.

A great way to incorporate everybody into the award ceremony and make it interactive would be to ask for recommendations for who should receive an award. You can use categories like the best team player or best attitude as part of your voting. Unique awards, such as these, are usually given out once a year and can be created as small wall displays. For trophies that sit on a shelf, a desk clock is an excellent example of someone who finishes their work on time and is always functional.

3. Announce And Enjoy

Be sure to announce the award ceremony well in advance of the event. In larger companies, you can advertise some of the winners to help people become excited about the event.

At the time of the event, make sure all of your employees have the opportunity to take the time to enjoy it. For smaller in-house parties, this might mean putting the phone to voicemail for a short time.

This small break from the daily work routine can encourage employees to feel that the company appreciates the hard work they've been doing. As each employee receives an award, the applause from coworkers helps bolster self-esteem. According to a survey by the Badgeville, 76% of employees find peer praise to be incredibly motivating. This reward ceremony helps encourage that.

Employee Rewards That Matter

For many Millennials and people in the workplaces, promotions and monetary gifts do not mean as much as they once did. These people want something tangible that will remind them that the company does care for them and responds to their unique needs.



Fortunately, these don't need to be expensive. Many things, like engraved trophies and customized plaques, can be purchased at a reasonable cost. They are a lasting reminder that can be proudly displayed in the person's work area for everyone to say. The creative teams at AwarenessIDEAS and AwardsIDEAS.com will have ideas and their designers will make sure your gifts are a big success. Consider using our exclusive event planner and activity program. It will make things go easier for you.

Above all, else employees want to know that management does care about them. One of the best things management or business owners can do is write a handwritten thank you note with just 2 or 3 lines to thank the employee. In larger

companies, department heads or lower management can write these notes.

If you plan on giving a short speech during the award ceremony, make sure it is not a canned speech or something very trite. Be sure to pick out specific achievements and celebrations and mention those individually.

Your employees will genuinely remember that you cared for them and considered their personalities. We also recommend using multiple smaller award ceremonies throughout the year than one big celebration. Recognition that is timely and specific has more impact than waiting for months.



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