

Busy?

Employee Recognition in Less Than a Minute Can Change Your Life.

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Sounds a little outrageous, doesn't it? Can recognising someone really affect you that much? And if it's that impactful, how can it take less than a minute?

Think of Instagram and Twitter – two powerhouses of instant communication. One bad post, and you could be subjected to online trolling for weeks. However, one good post can take you from obscurity to world-wide sensation!

HR leaders know how crucial it is for their employees to recognise one another. They understand how doing so increases employee commitment, reinforces company values and motivates desired behaviours. But you don't really want to turn your recognition strategy into Twitter, so how can you provide a fun, social atmosphere while still maintaining your organisation's dignity?

How – It's that simple

Imagine a system that is company-wide and engages employees in publicly acknowledging their co-workers. Web-based systems today are revolutionising the way companies note achievements, memorialise anniversaries, commend work done well and celebrate their teams.

With a formal recognition platform, employees have a place to share, converse and learn. It's the answer to many questions about social recognition done responsibly. An advanced system harnesses the power of employee interactions and offers a place for online interaction to make a real difference in the development of your company and its employees.

With this kind of system, all company recognition activity is displayed. Employees can view recognition being given, like or comment on a recognition and build a personal list of colleagues to follow. Filters allow users to view recognitions at different levels: their entire organisation, just their team, only personal connections or a custom selection of users.

Built-in privacy controls are also available at both the administrator and individual level. Employees can manage whether the recognitions they receive are displayed publicly to their peers or not. They can hide recognitions on a case-by-case basis or opt-out entirely.

Why – It's that important

A 2013 statistic showed that one minute spent on recognition yielded 100 minutes of increased effort. However, the biggest stumbling block for adoption of recognition programs is the perception of how much time it takes to recognise. Advanced recognition systems are built for the mobile-phone-using market. In the minute it takes to reply to a text, post a photo or send a tweet, you can recognise someone at work.

Managers who are engaged with their employees are the lifelines to a continually successful business. When a company empowers them with socially responsible tools for giving recognition and acknowledgement,

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82% of their employees say they are motivated to improve their performance. Unfortunately, another statistic shows that **two out of three employees receive no recognition in a given year.**

It isn't every day that someone goes above and beyond; but hardly a day goes by when there aren't several people who lent you a hand in some way. Perhaps they did their normal tasks, but just did it faster. Maybe someone let you ahead in the coffee queue because they knew you had a deadline; or someone brought your documents off the printer on their way past your desk. Spend one minute to simply say "thank you for..." or "I really appreciated it when you..." and watch the metamorphosis that takes place.

1 Minute Recognition
= 100 Minutes of
Increased Effort

Benefits – It's that effective

Let's talk about how recognising others directly benefits you: **relationships.** Unless you work in a closet with no electricity, wi-fi or phone, you rely on people to get your job done. And, if you want to accomplish more than just your job – like become successful – you need to build great relationships.

Every time one of us succeeds at something – anything – our nerve cells release a chemical called dopamine, which stimulates the reward centre of our brain. It feels good!

When you recognise a colleague, they get a double-dopamine rush: doing the behaviour feels great – and being recognised for it does, too.

Want to get your employee aligned with your priorities? See their work habits change? Or turn around their attitude? Consistent recognition for the good things they do will get them craving that feel-good feeling. Before you know it, they're one of your best team members.

The foundation of relationships is respect and appreciation. Recognition can help you grow that foundation. You'll make connections, demonstrate how you treat people and certainly make lasting impressions that change your life.

To learn more about how BI WORLDWIDE can help you implement results-based recognition in your organisation, visit BIWORLDWIDE.com.au or email enquiries@au.biworldwide.com.

