



Great Lakes Center for Youth Development

Building Staff Morale: Rewarding Staff and Volunteers

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Your Presenter Today



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Objectives

- Learn the importance of giving recognition/rewards
- Learn how to give recognition in ways that are appropriate and sustainable
- Learn some low cost ways to recognize and reward volunteers and/or staff



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WHY?

The "Why"

- People need praise because they are HUMAN.
- Mark Twain once said he could live for two months on a good compliment.
- Makes people feel valued. They become more engaged in what they are doing and they care about the future.



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HOW?

The “How”

- Availability

Can recognition be given if earned?

- Visibility

Is the recognition visible to the recipient and to other organization members?

The “How”

- Performance Contingency

Does the recognition depend on performance?

- Timeliness

Can it be distributed shortly after it's earned?

The “How”

- Flexibility

Can it be tailored to the needs of individual employees?

- Reversibility

Once given, can a recognition be taken back or not given again?



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WHAT?

The “What”

- Verbal praise or encouragement (A sincere “thank you”)
- Note or letter (email, voicemail, tweet, etc.)
- Post a thank you note/sign somewhere visible
- Longer break, extra break, or comp time
- Casual dress day (team or individual)
- Email or newsletter company-wide
- One on one lunch
- Homemade treats, sweets or snacks
- “Get out of project/work” card

The “What”

- Day Pass
- Field Trip or Work offsite
- Company party
- Gift
 - a specific treat/beverage
 - gift card (Starbucks, video rental, Subway, etc.)
 - flowers/plant
 - movie ticket/lottery tickets
 - magazine subscription or a book
 - car wash/gas card

The "What"

- Bring your pet to work day
- Bulletin board or "employee of the month"
- Fun items in a break room (games, espresso machine, etc.)
- Late Day Mondays or Leave Early Fridays
- Pot Luck
- Remember birthdays/anniversaries
- Special parking spot

Cautions

- Volunteers do not volunteer to receive rewards.
- Giving any gift of value to volunteers can lead to a slippery slope of them being viewed as an employee.
- However, recognition is one of the BEST ways to keep volunteers and make them feel appreciated.
- If they incur expenses, then reimburse, otherwise avoid monetary gifts or regularly giving rewards.
- Remember, a simple thank you , especially from the Board or CEO, goes a LONG way with volunteers.

What questions might you have?



Keep in mind...

- ❖ A word of thanks is more valuable than more money, benefits, or company events.
- ❖ It does not have to cost a lot of money to show appreciation, but it will cost you time and effort.
- ❖ We thank YOU for attending our webinar!



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Thank You!!

Want to learn more?
check us out on FaceBook or
www.glcyd.org
or email me (Chad):
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