Your Presenter Today

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UPHP
UPPER PENINSULA HEALTH PLAN
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
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.
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?
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!
Thank You!!
Want to learn more? check us out on FaceBook or www.glcyd.org or email me (Chad): cmager@glcyd.org