



IT'S NEVER TOO

Early to Engage

A GUIDE TO EARLY RECOGNITION



MICHAEL C.FINA[®]

Early Recognition The act of recognizing employees early in their careers to encourage engagement, retention, and a meaningful connection to organizational goals.

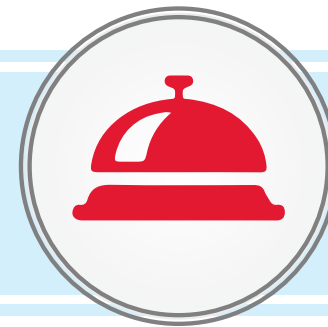
Retaining employees within the first five years of service can be a challenge. According to the Bureau of Labor Statistics, the average job tenure of American workers across all industries is 4.6 years, with the highest levels of retention occurring in the public sector (7.8 years) and the lowest in Leisure and Hospitality services (2.4 years). Millennial workers aged 25-34 reported the lowest overall average tenure of 3.2 years.¹



Public Sector
7.8 years



Average Job Tenure
4.6 years



Leisure & Hospitality
2.4 years

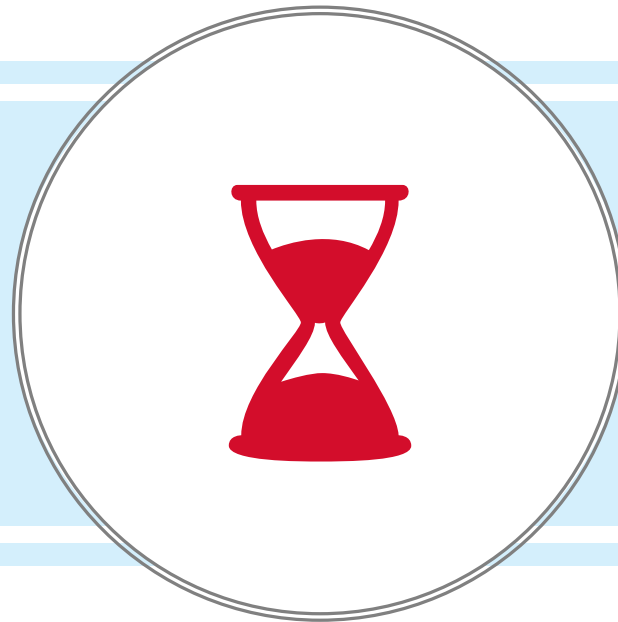
¹Employee tenure in 2012: USBLS

91%

of organizations utilize

Rewards & Recognition

PROGRAMS



12%

of organizations include

Early Recognition

PROGRAMS

IN LIGHT OF THESE TRENDS, it is surprising to find in a recent survey that while an overwhelming majority of organizations (91%) utilize reward and recognition programs to honor tenure-based awards, only 12% include an Early Recognition element.²

² Accelir Rewards & Recognition 2014 Trends Report

Habits of a Highly Effective Early Recognition Program

The impact of Early Recognition can be far-reaching when used strategically. While onboarding programs are typically short-lived and gift-centric, Early Recognition programs focus on the employee's long-term growth and development, creating a deeper connection with the organization. Listed below are the 7 habits of a highly effective Early Recognition program.

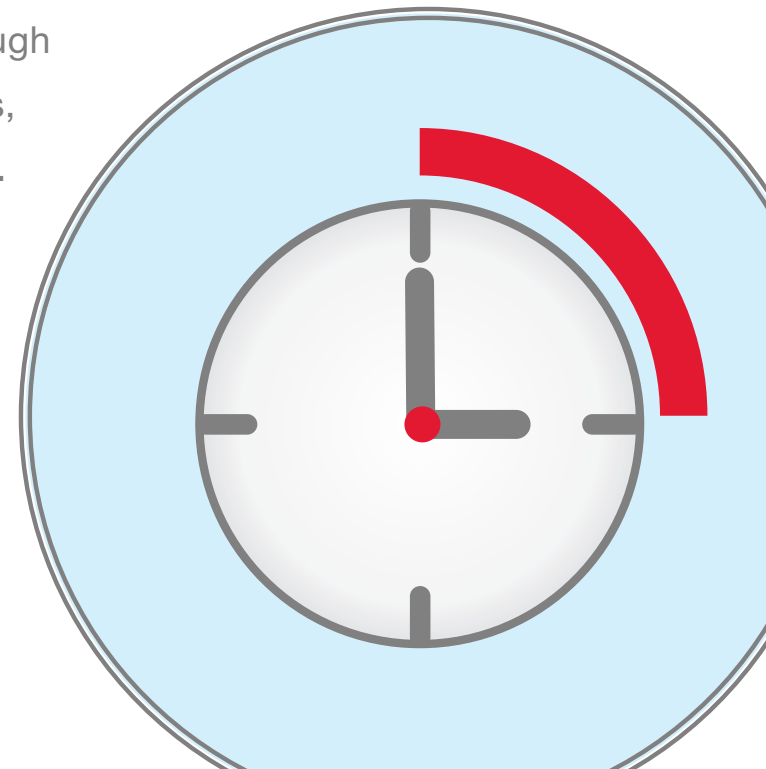
- 1** HAVE A LONG-TERM PLAN
- 2** INVOLVE SENIOR LEADERS
- 3** ENCOURAGE COACHING AND DEVELOPMENT
- 4** CREATE A SUPPORTIVE ENVIRONMENT
- 5** ENGAGE ON A PERSONAL LEVEL
- 6** RECOGNIZE EMPLOYEES EARLIER IN THEIR TENURE
- 7** THINK BEYOND THE REWARDS

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HAVE A LONG-TERM PLAN

Most Onboarding Initiatives

only focus on the first 30 days. A 6-12 month Early Recognition period provides enough time to set benchmarks, track progress, and implement a development strategy.



INVOLVE SENIOR LEADERS

It is No Secret That

a positive correlation exists between senior leaders' support for recognition and the success of their programs. Actively involve senior leaders in the program. Have them send personal welcome emails, introduce themselves, and include them in employee celebrations.



3

ENCOURAGE COACHING & DEVELOPMENT

Set Individual Goals,

see the results, and continually coach the employee to develop his or her strengths and interests within the organization. The new employee is driven to grow their skill set and contributions, adding value back to the organization.





CREATE A SUPPORTIVE ENVIRONMENT

New Employees Will Engage with the Corporate

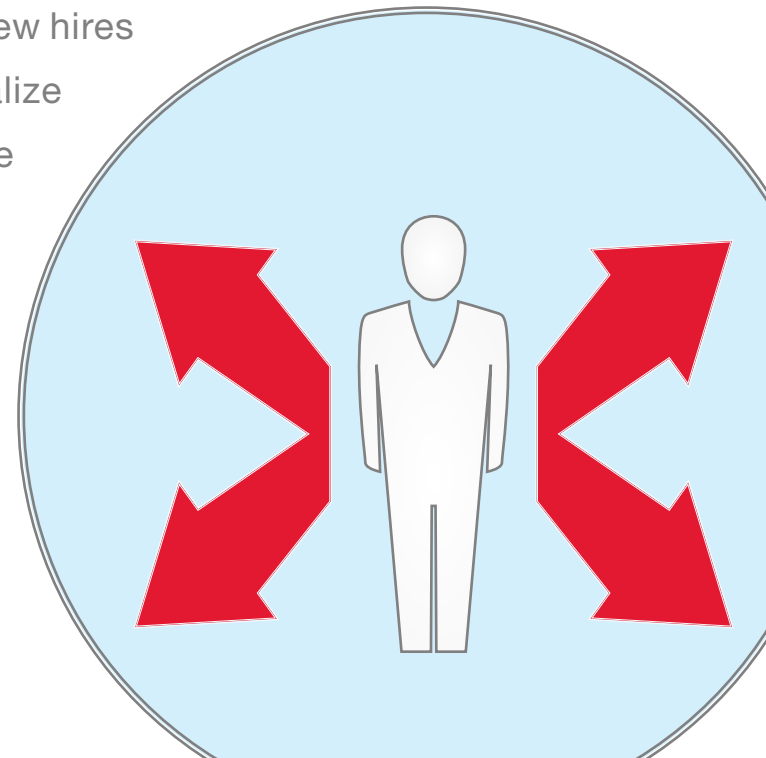
culture much quicker when working in a supportive environment. An achievement-based award system encourages employees to recognize each other early and often. An award certificate related to your core values or a “welcome aboard” message sent from a colleague are simple, cost-effective methods for getting new employees involved in the recognition culture.

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ENGAGE ON A PERSONAL LEVEL

A Culture of Recognition

cannot persist on technology alone. New hires have questions, and often do not verbalize them. Be sure your managers are personally engaging new employees early on. The sooner their questions are answered, the sooner they become engaged in their work.





RECOGNIZE EMPLOYEES EARLIER IN THEIR TENURE

67% of HR Professionals Surveyed

in Accelir's Rewards & Recognition 2014 Trends Report feel that employees should be recognized for their first year of service at the very least.³ Providing some form of meaningful recognition early in an employee's career acclimates them to the recognition culture quickly, and seeing it happen for every new hire has a residual positive effect on the entire workforce.



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³ Accelir Rewards & Recognition 2014 Trends Report

7

THINK BEYOND THE REWARDS

Your Employees Need More

than tangible rewards to feel engaged and connected to the organization. Gifts only go so far — employees need to feel that their work and contributions are respected. Take every opportunity to praise your new hires for their good work in front of peers, and be sure to offer regular feedback.



THE BOTTOM LINE

Research Has Shown That Successful

recognition programs can positively affect productivity, employee turnover, profit, and customer satisfaction ratings.⁴ Early Recognition is an impactful and cost-effective tool to combat low retention rates, but it can only reap benefits when supported by a salient recognition strategy that ensures the program remains valued by employees.

⁴ Gallup Q12 Survey



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