



Inspiration Ltd[®]
HR Solutions

Developing a Reward and Recognition Strategy workshop

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REWARD & RECOGNITION



Developing a Reward and Recognition Strategy workshop

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What is the difference between reward and recognition?

Rewards are gifts and awards that are given to employees, whereas **recognition** is praising an employee and calling out their accomplishments, without a tangible transaction.



Rewards and Recognition
are not the same thing



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Statement

Not all employees like to be rewarded or recognised.



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What is a reward and recognition strategy?

A reward and recognition strategy is just that, a **Strategy**.

Many schools decide to 'do some nice things' for their employees, and yes they may have some nice ideas, but they have not taken the time to develop a **true employee** reward and recognition strategy. Without a clear strategy, it is **doomed to fail**.



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Question

What does the Reward and Recognition strategy look like in your school?



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Your strategy needs to:

- Clearly define reward and recognition goals and targets.
- Create a measurement system that defines program performance metrics.
- Link recognition opportunities to strategic priorities.
- Implement easy registration and on-boarding across your school.
- Recognise exceptional performance with day-to-day, informal and formal recognition types.
- Drive programme commitment with school-wide engagement.
- Administer intrinsic and extrinsic rewards for motivational appeal and meaningful impact.

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- Create strategic dialogue, targeted one-on-one communication and announcements.
- Measure your programme's effectiveness with ongoing feedback.
- Analyse your programme's insights with data analytics.
- Build a continuous culture of learning with 'just-in-time' micro learning initiatives that can be accessed from anywhere and any device.



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It starts from 'the top'



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The best things in life are free!

The Power of saying "Thank You"

“
Two simple words that
can take you far in life:
“Thank you.”
Don't underestimate
their power.
- Jaclyn McNeil
”



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Creating a culture of reward and recognition



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Question

Can you remember how you felt the last time someone told you what a great job you were doing?



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Pulling out the 'red carpet'

Three different types of employee you can usually find in the workplace:

- **Engaged employees**– those who work with a passion and drive the business forward.
- **Not engaged employees**– those who are essentially 'checked out', putting time rather than energy into their workload.
- **Actively disengaged employees**– they make their unhappiness at work clear and might even undermine their own colleagues' achievements.



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<https://www.investorsinpeople.com/knowledge/>

The platform provides plenty of information around 'reward and recognition' and 'mental health and wellbeing for your employees.'



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Question

What are **you going** to do differently to ensure best practice/compliance?

What can **your school** do differently to ensure best practice/compliance?



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Virtual or face-to-face School CPD Workshops

- Building Resilience and Wellbeing at Work
 - Coaching Skills for Managers
 - Conflict Resolution
 - Controlling Social Media in Schools
- Developing a Reward and Recognition Strategy
- Managing Poor Performing Individuals and/Teams
 - Managing Stress in the Workplace
 - Managing the PDR effectively (Managers)
- Mental Health and Wellbeing Awareness (Managers)
- Mental Health and Wellbeing Awareness (Employees)
 - Mental Health and Wellbeing Champion
 - Mentoring Skills for Managers
- Refresher GDPR for Data Protection Controller(DPC)
 - Workplace Mediation



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Thank you for attending the
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