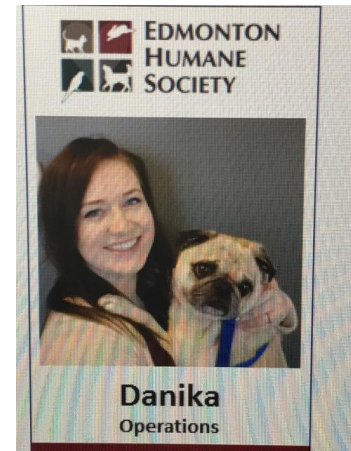




# Rewards & Recognition



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# What is Employee Recognition?

- formal and informal practices designed to make staff feel appreciated, valued and recognized for the work that they do





# Why Employee Recognition?

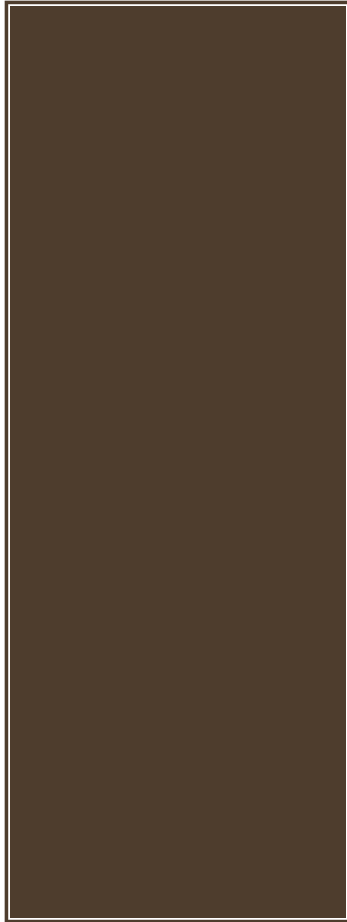
- Increase employee engagement
- Support employee retention
- Reward behaviours that reflect our mission, vision and values
- Foster sense of value and pride in an employee's work



- Improve motivation
- Enhance innovation
- Improve service delivery
- Improve overall organizational success



# How do you like to be recognized?





# Why Employee Recognition at EHS?

- “We value our staff and volunteers.”



# Individual Recognition - Manager

- Make it *meaningful, timely, sincere and relevant*
- Employee driven





# Individual Recognition - Manager

- Upon hire
- Questionnaire







# Individual Recognition - Peer

- Encourage staff to celebrate successes



# Individual Recognition - Peer

- Recognize exemplary staff members whose work reflects our values
- “Branded” Item
- “Role Model” Awards





# Individual Recognition - Organization

- Service Awards
- Significant Achievement
- Personal or Team Milestone



# Considerations...

- Fair, transparent and timely
- Reward observable behaviours
- Inclusive
- Level of award is appropriate
- Reflects the individual
- Respectful of workplace diversity