

PAPER Orange

FROM THE
O.C. TANNER INSTITUTE

WE ARE COMMITTED TO
RESEARCHING AND SHARING
INSIGHTS THAT HELP
ORGANIZATIONS INSPIRE AND
APPRECIATE GREAT WORK.

MAINTAINING A MOTIVATED WORKFORCE BY DOING RECOGNITION RIGHT

Having a recognition program in place doesn't automatically increase motivation and engagement throughout your company.

That's why we decided to look at the most effective recognition programs in 478 organizations around the world and find out what makes them successful.

The 3 common denominators of the most successful recognition programs.

What we found was surprising. Across the globe the most successful programs had 3 common denominators.



Senior leadership buy-in and support from all management levels



Annual reviews of the program to ensure the program was staying cost-effective



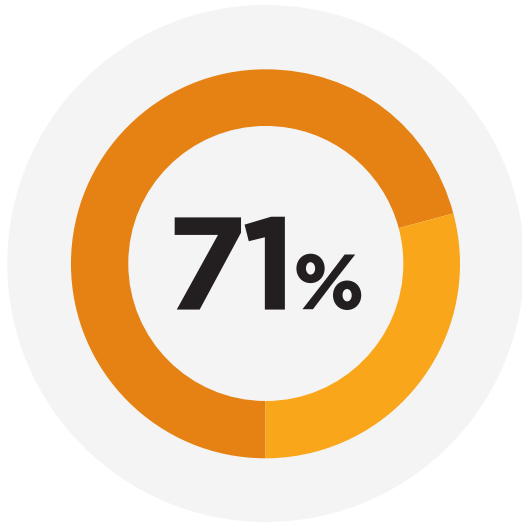
Utilizing free (yet sincere) methods of appreciating, like sending handwritten cards

It takes time

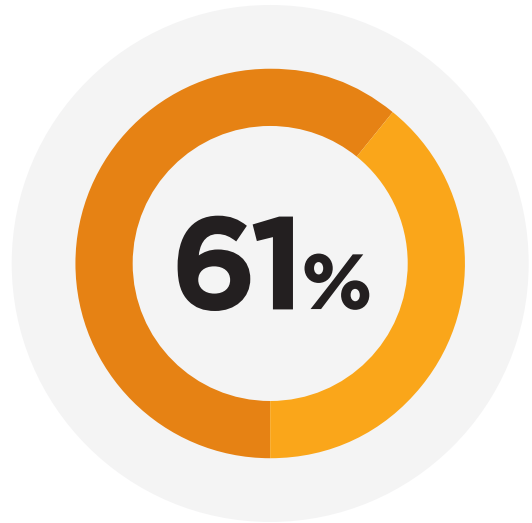
72% of successful recognition programs were in place for 2+ years. Giving your program time to mature and evolve with your culture is a key factor to success. In fact, we found a smooth-running and established recognition program can create a **40% increase in employee engagement.**

Recognition Works

Lastly, we found that effective recognition programs impact engagement more than salary.



Say they're not fairly paid
but well recognized



Say they're fairly paid
but not recognized

Overall, an effective recognition program is one of the most important factors in motivating and engaging your workforce.

Learn more about the research [here](#).

DISCOVER MORE RECOGNITION BEST PRACTICES AT [OCTANNER.COM/INSTITUTE](https://www.octanner.com/institute).

Making Recognition Programs Successful, Aon and O.C. Tanner Institute

