

EXECUTIVE  
RECOGNITION  
SUMMIT | 09 | CREATING A  
CARROT  
CULTURE

# Summit 2009 Survey Review



# Response Rate

Response Rate	
Invited	101
Responded	53
Rate	52%

# Findings

Years of Service is the most commonly used recognition program.

Program usage and satisfaction are the most common way organizations measure years of service success.

Business results are most common for incentive programs.

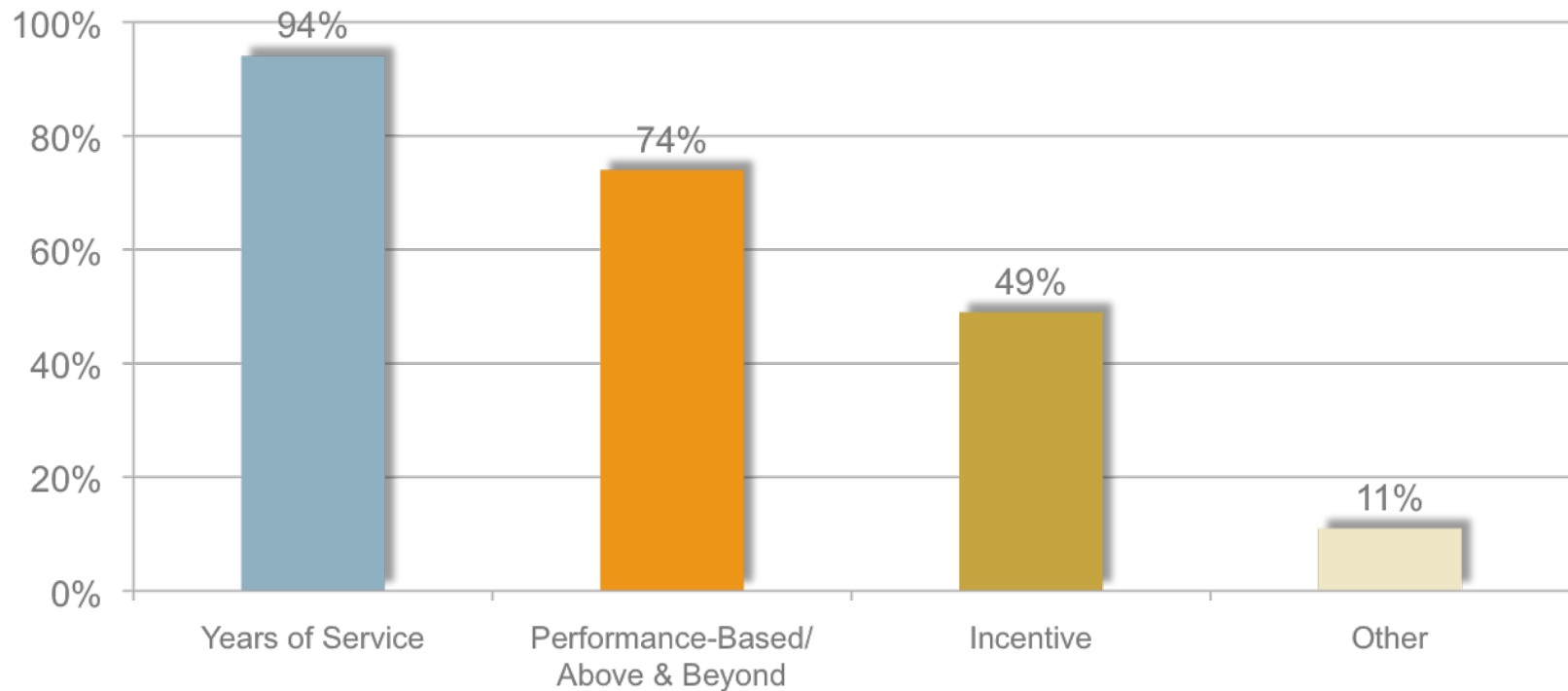
Respondents prefer more frequent touch points with performance-based/above & beyond and Incentives than with years of service programs.

Respondents feel showing the relationships between business results and program successes for performance-based/above & beyond and incentive programs to be the most important.

# Programs Used

Years of Service is the most commonly used recognition program.

Which of the following programs does your organization use to recognize employees?



# Programs Used

## Other Specified

Naming rights

National Sales Recognition weeks (2 per year)

E-card thanks

Spot recognition

Diversity & Inclusion

Employee retirement

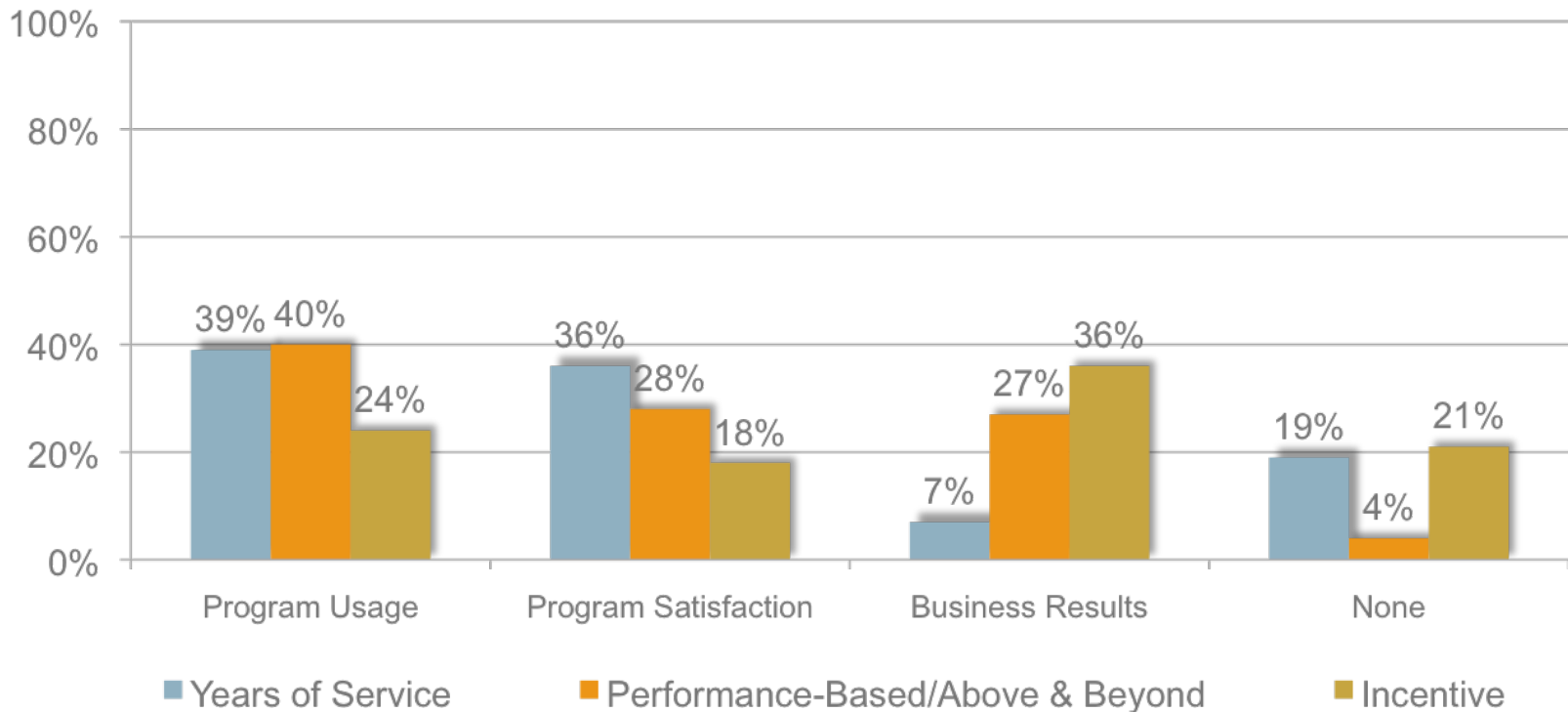
Variable pay incentive program based on objectives

# Measures of Success

Program usage and satisfaction are the most common way organizations measure years of service Success.

Business results are most common for incentive programs.

Which of the following does your organization use to measure the success of recognition programs.



# Measures of Success- Business Results Specified

## Years of Service

Employee retention

## Performance-Based/Above & Beyond

Employee retention

Awards are justified based on criteria including major business drivers

Awards based on achievement and alignment with the core values

Bench strength, retention

Employee engagement, turnover, etc.

Not sure yet

Recognition is based on meeting operational performance metrics. The better the performance the better the pay out.

We don't do a good job of measuring, but this program rewards employees who make significant contributions to the bottom line or improve processes

## Incentives

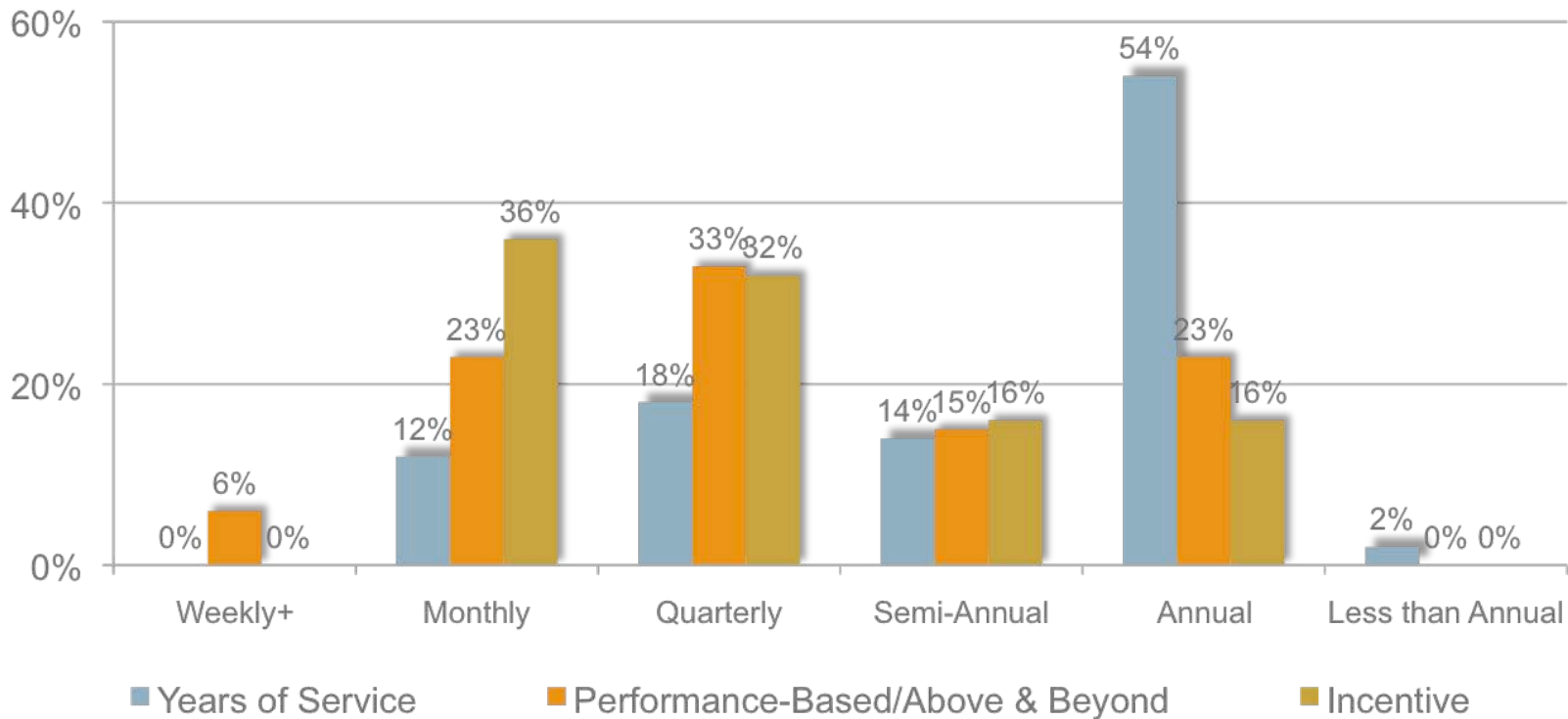
Industry benchmarking of sales, compensation rates, medial reserves

Safety metrics, patent submissions

# Measurement Frequency

Respondents prefer more frequent touch points with performance-based/above & beyond and incentives than with Years of Service programs.

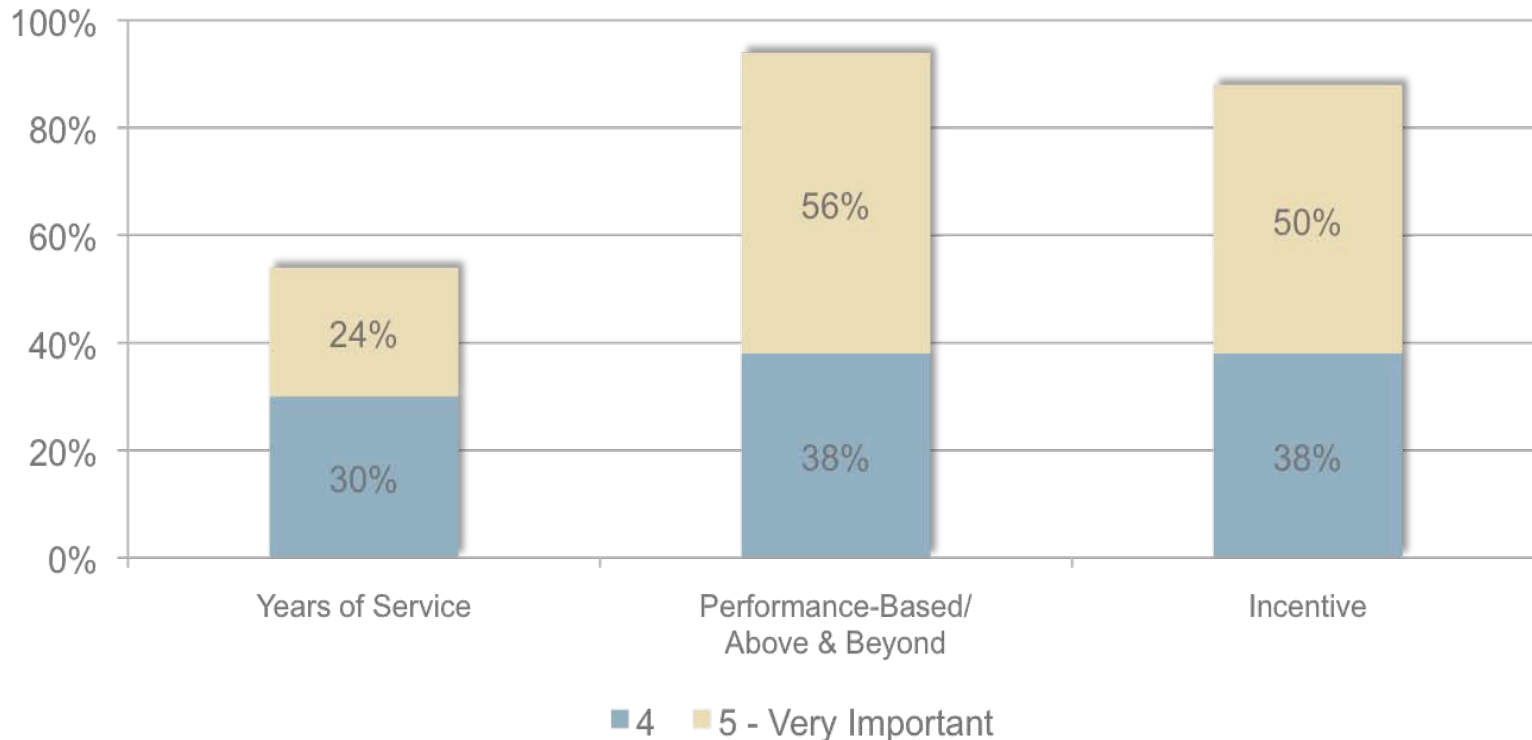
How often should success and business be measured?



# Importance of Relationship

Respondents feel showing the relationships between business results and program successes for performance-based/above & beyond and incentive programs to be the most important.

How important would it be to show a relationship between business results and recognition program successes?



# Thank you.



O.C. TANNER  
appreciate.