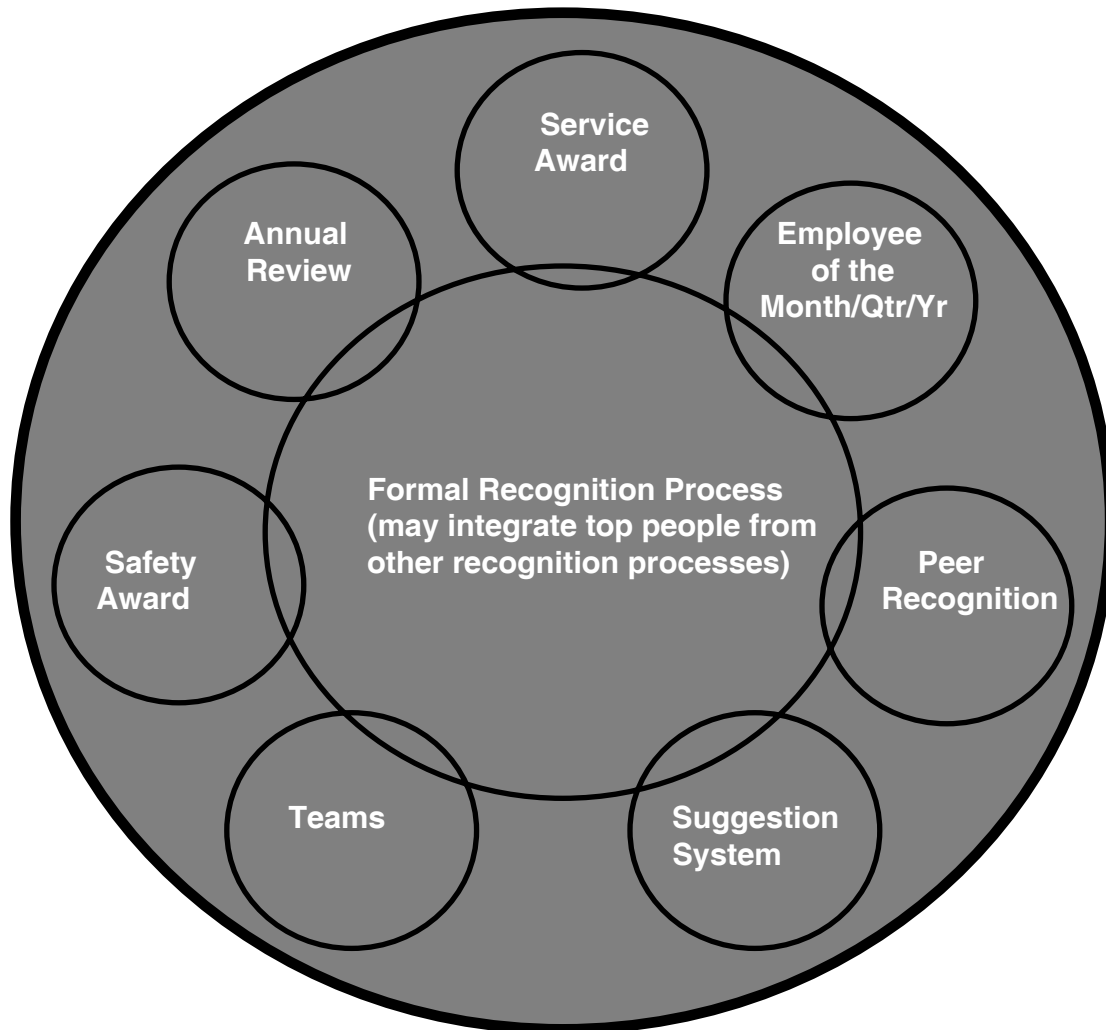


## RECOGNITION MODEL – INTEGRATING RECOGNITION EFFORTS

There are many ways of thanking an employee for going above-and-beyond or performing in ways management wants to recognize. The following model illustrates how various employee recognition processes interact. The outer circle contains all such types of recognition. The identified recognition processes are examples; your organization may have different ones. A formal corporate or organizational recognition program is also shown, inside the inner circle, and may include input from many individual recognition processes (e.g., top suggestions or teams may be considered for formal recognition selection). A relationship between recognition processes is shown by intersecting circles (e.g., teams and suggestions may share similar resources such as a points program). Award management can be integrated between processes to optimize impact and minimize costs.



- ◆ **CORE VALUES:** This model is based on a set of core values that are unique to each organization. Some typical values are: fairness, integrity, and appropriate awards and recognition for the accomplishment.
- ◆ **CUSTOMERS & SUPPLIERS:** Can have similar recognition processes related to their interaction with the organization.
- ◆ **GOALS or OUTCOMES:** The goals of recognition may include: morale, improved performance, supporting organizational strategies and improved procedures or processes. These should directly align with management goals, strategies or organizational mission statement as well as fit the needs of employees and customers.

