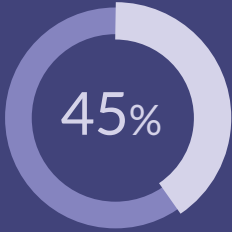


How can Leaders use Recognition to Build High-Performing Teams?



employees feel undervalued, highlighting a critical leadership blind spot that needs urgent attention!

(Source: peoplemanagement)

Recognition Strategies to Build High-Performing Teams



Behavioral Recognition

Behavioral recognition focuses on values that keep an organization running. Instead of focusing on recognizing and incentivizing outcomes, it ties specific behaviors that lead to the outcome.



Frequent and Timely Recognition

Frequent & timely recognition is more impactful than occasional or annual appreciation. It's similar to nurturing a plant. Watering once a month won't help it thrive, but consistent watering in smaller doses will.



Personalized Recognition

Personalized messages can be incredibly valuable to use, because they demonstrate sincerity. When crafting personalized messages, you should:

- ✓ Be specific about the achievement
- ✓ Show its impact on team or company goals
- ✓ Connect it to career aspirations or values
- ✓ Recognize publicly unless they prefer otherwise



Peer-to-Peer Recognition

While people certainly value praise 'from above' it can be equally or even more motivating to be recognized by peers. By democratizing the appreciation process, one can expand its reach and frequency beyond the constraints of traditional programs.

How to Leverage R&R for Building High-performing Teams?



Prioritizing Time for Recognition

Taking a few minutes to say “thank you” may yield substantial returns in increased morale & productivity. This could be as simple as setting aside a few minutes each week to appreciate your team.



Budget Constrain

Sometimes the most powerful form of recognition often comes from the heart and not from the wallet. As noted by Yuvaraj Srivastava, CHRO of MakeMyTrip, in an SHRM Masterclass,

"Recognition is only successful if the giver of the reward and recognition is emotionally connected."



Overcoming Visibility

As companies grow, leaders become distanced from the day-to-day operations and accomplishments of their employees. To address this challenge, empower managers to recognize and highlight achievements.



Fair Recognition Practices

Advocate for fair recognition by establishing clear, objective criteria for recognition. It ensures that every team member understands what it takes to earn acclaim.

DID YOU KNOW!

3 in 4 companies are looking to leverage R&R programs to drive behavioral change.

Source: Report on R&R trends by AON, SHRM, and Vantage Circle

Read more to discover how leaders use recognition to inspire and elevate high-performing teams.

[🔗 How Leaders Can Use Recognition to Build High-Performing Teams](#)