



Employee Recognition, Rewards & Suggestion Systems

Recognition in the workplace is a key driver that creates employee loyalty and drives productivity. Effective reward, recognition, and suggestion programs enhance employee engagement by providing them with the incentive to reach their potential. In this course you will learn how to use the different types of reward and recognition systems to motivate employees, while learning what types of systems provide little to no incentive. Additionally, you will learn how to develop, implement, and maintain an employee suggestion system that will reward employees financially, while providing measurable improvements in the workplace.

Audience - Individuals and teams who are involved in workforce development or process improvement, including:

- ❖ Senior Leaders
- ❖ Mid-level and Front-line managers
- ❖ Human Resource Personnel
- ❖ Workforce Development Personnel or Teams
- ❖ Process Improvement Personnel or Teams

Wednesday March 17th, 2010

8:00 AM – 5:00 PM

Hampton Inn

3001 Kari Lane, Greenville, Texas

\$75.00 for chamber members

\$125.00 for non-members

Topics include:

Compensation Basics

- Value Expectancy Theory
- Traditional Pay Systems
- Recognition vs. Reward
- Elements of Effective Incentive Programs

Implementing Effective Recognition, Reward, and Suggestion Systems

- Management Philosophy
- Organizational Alignment
- Design Parameters
- System Administration
- System Challenges
- Change Management
- Team Rewards and Recognition



Instructor:

David Carneal

David is a veteran corporate manager and trainer, as well as, the owner of **Synergistic Operational Solutions**, a consultation firm that provides operational assistance, consultation, and training services for small to mid-size companies