



Rewarding and Recognizing Employees (3 Days)

COURSE GOAL: The student will understand effective methods for rewarding and recognizing employee performance.

PREREQUISITES: None

LEARNING OBJECTIVES:

Upon completion of this course the student will be able to:

- Assess their current system of employee rewards and recognition.
- Develop a plan for encouraging individual employee performance with rewards and recognition.
- Create a plan to recognizing and reward employees based on their performance as a group.

KEY TOPICS:

I. The Fundamentals

- A. How We Got There
- B. Objectives and Measurements
- C. Assessing Your Current Situation

II. Individual Compensation

- A. Behavior and the Individual
- B. Individual Compensation and Capability

III. Recognition, Group, And Project Team Incentive Plans

- A. Recognition Plans
- B. Group Incentive Plans
- C. Project Team Incentive Plans
- D. Types of Awards
- E. Implementation
- F. Summary and Final Thoughts