

Webinar on

Why Employee Recognition Programs Don't Work And What Leaders Should Do Instead

Date : July 22, 2021

Areas Covered

As a business issue, engagement produces greater levels of productivity, not only from a viewpoint of completing more tasks, but from the perspective of employees giving added value, thinking creatively, and taking personal responsibility for solving problems. The growth of your company is the sum of each individual's progress toward greater self-management. If you demonstrate care for each worker and create significant employee experiences, they'll reward you with the innovation and discretionary effort to find solutions to seemingly impossible problems and carry your organization through troubled times.



To help you reach the goals of increased quality in the employee experience in your company, you will learn how to:

- Nurture employees
- Make the employee experience an employee retention policy
- Listen with your eyes, ears, and heart
Share not just how but the why, Ensure two-way dialog
- Give recognition, Express gratitude
words into actions

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○ *Let employees surface the truth, Take action on employee feedback*

○ *Ensure employees are safe and secure
Treat employees with respect and reverence human dignity*

This webinar focuses on your leadership development as we discuss how you can:

○ *Eliminate employee programs that have lost their effectiveness*

○ *Help employees feel a sense of accomplishment every day*



- *Model a productive day of accomplishment for them?*
- *Assign stimulating tasks as well as routine work*
- *Grant autonomy*
- *Individualize your interactions based on the personality of your worker*
- *Demonstrate concern for the well-being of employees*



This webinar is for you if you want to begin motivating your employees through significant employee experiences that make employee programs useful in some circumstances.

PRESENTED BY:

Karla Brandau - is a leading authority on time management and Microsoft Outlook. For over twenty years she has taught her innovative productivity methods in top corporations such as Motorola, Coca-Cola Enterprises, Panasonic, and BYD America. Over 85% of the organizations who hire her, invite her back for repeat engagements.

Date : July 22, 2021

Time : 01: 00 PM EST

Duration : 60 Minutes

Price: \$149

Webinar Description

The goal of employee engagement is to earn the gift of discretionary effort. Discretionary effort is a gift because employees make a decision on a daily basis whether or not to give discretionary effort. Discretionary effort is the difference between what an employee does to get a paycheck and what the employee is capable of contributing. In a culture of rich employee experiences, employees naturally give discretionary effort, moving from completing basic tasks that match their job description to adding value to the tasks they touch.

Individualized and meaningful employee experiences replace the need for employee programs of rewarding people with material items if they garner X-amount of points, reach a certain level of contribution, etc. This webinar is for you if you want to begin motivating your employees through significant employee experiences that make employee programs useful in some circumstances, yet almost obsolete.



The experience of this seminar will give you the skills, fortitude, and courage to:

- Show determination and tenacity in the face of challenges
- Build team spirit to reach company goals
- Motivate individuals to do more than they originally intended and more than they thought possible
- Empower, give authority to and hold your employees accountable
- Create an environment for employees to surface the truth, voice ideas, and give opinions that strengthen products and services



Topic Background

In 2021 and beyond, companies will be required to be more innovative and retention conscious if they are to remain strong in the marketplace. Innovation and retention of employees require purposeful action by managers and executive teams. This is in direct contrast to decades of rewarding employees when certain results were produced.

Company strategies that rewarded employees when results were produced were aligned with a multitude of employee engagement programs. Have these employee engagement programs in your company stopped working? Have they become routine or even worse, have they morphed into entitlements? Then sign up for this webinar. We'll discuss the difference between employee engagement programs that no longer work and a culture of engaging employee experiences.



Who Should Attend ?

Managers at all levels of the organization will benefit from this seminar. Titles include:

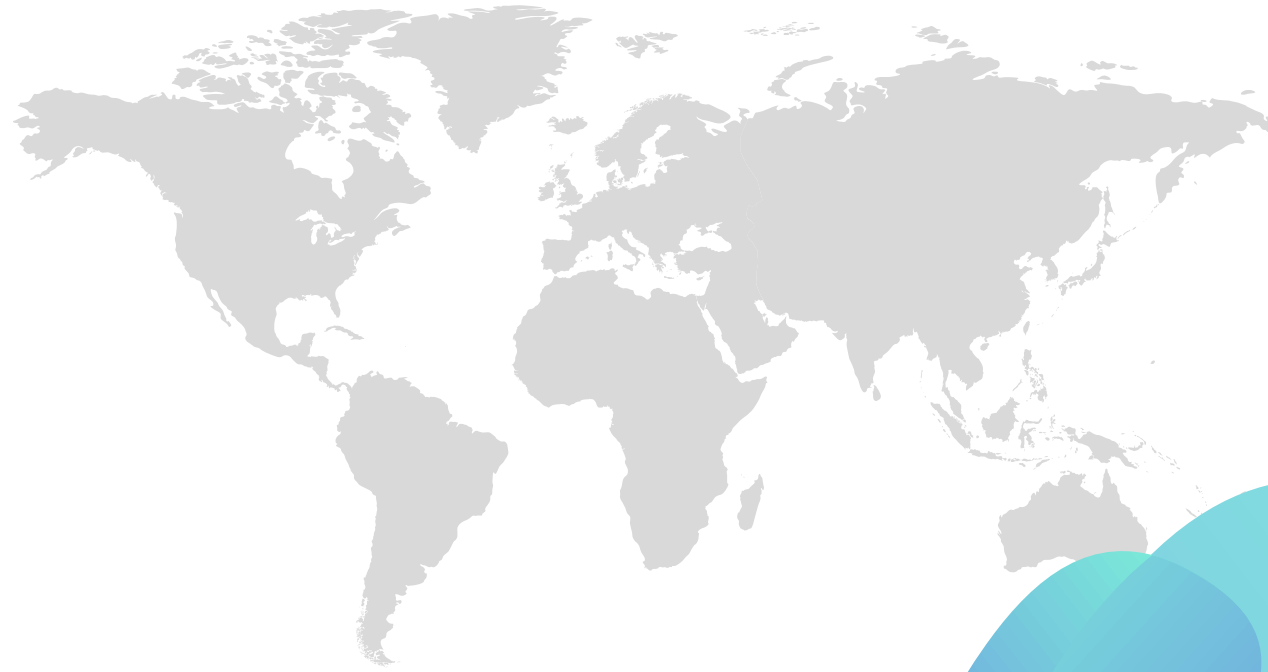
- *CEO, CIO, CFO, CCO, CGO, CHM*
- *Directors, Presidents*
- *Vice Presidents*
- *Manager, Supervisor*
- *Team Leader*
- *Assistant Manager, Executive*
- *Administrator, Controller*
- *Accounting Director*
- *Engineering Manager, Project Manager*



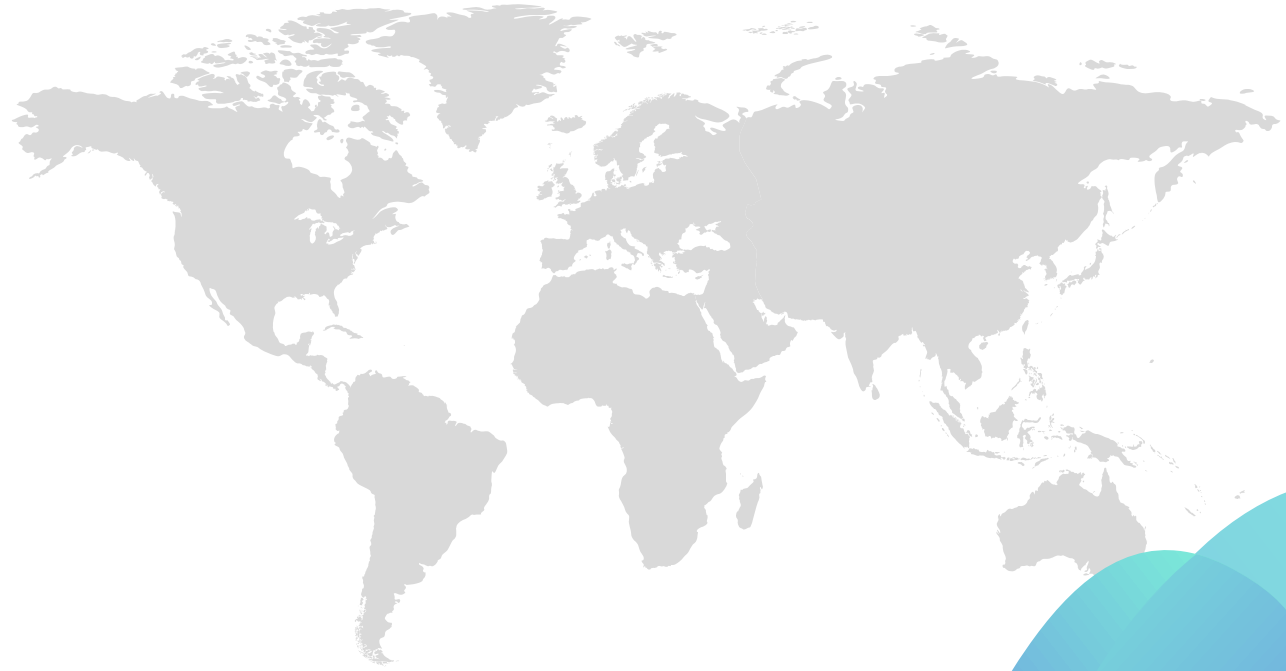
Why Should You Attend ?

It is relatively easy to spot a disengaged employee through body language, attitudes, sick days are taken, habitually late arrivals, and missed assignments. You can estimate the dollars you are losing to disengagement by clicking here: <http://earnthegift.com/app/>

Do the math and then sign up for this webinar that will transform the culture in your company from using engagement programs as a crutch for motivating employees to a holistic approach to superior employee experiences. As you learn and apply the techniques for managing to achieve optimal employee experiences, you will be recognized as a solid leader who produces results.



-When you improve the employee experience of your direct report or team members, they will become your competitive advantage in a difficult 2020 marketplace. Following the principles, you become a transformative manager who knows how to move your employees from disengagement and minimal effort to amazing contributions, resulting in increased profitability, superior customer service, and economic sustainability for your company.



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