

CRAWL, WALK, RUN STRATEGY

For Implementing Employee Recognition Programs

Employee recognition programs are an important part of fostering a positive workplace culture, improving employee engagement, and increasing productivity. However, implementing an effective recognition program can be a daunting task. To ensure success, organizations should consider a Crawl, Walk, Run strategy.



CRAWL PHASE



In the 'Crawl' phase, the organization should start with basic, low-cost recognition initiatives. This can include simple non-monetary Badges for saying thank you, showing appreciation, and recognizing employees' accomplishments. The focus should be on building a culture of recognition and creating awareness around the importance of recognizing employees.

WALK PHASE

In the 'Walk' phase, the organization should begin to implement more formal recognition programs and points. This can include programs such as employee of the month and leader spot recognition. These programs should be designed to align with the organization's values and goals and should be communicated clearly to employees.



RUN PHASE



In the 'Run' phase, the organization should have a well-established recognition program that is integrated into the culture of the organization and includes peer-to-peer recognition, as well as performance-based monetary recognition, and Rewards. The focus should be on continuous improvement and ensuring that the program is meeting the needs of employees and the organization.

IMPLEMENTING AN EFFECTIVE EMPLOYEE RECOGNITION PROGRAM IS A JOURNEY THAT REQUIRES CAREFUL PLANNING, EXECUTION, AND CONTINUOUS IMPROVEMENT. THE CRAWL, WALK, RUN STRATEGY IS AN EFFECTIVE WAY TO ENSURE THAT THE PROGRAM IS SUCCESSFUL AND SUSTAINABLE OVER THE LONG TERM!