

Employee Recognition & Reward Systems

FOR FRONT-LINE LEADERS — Manufacturing • Construction • Utilities • First Responders

People don't leave companies. They leave managers who make them feel invisible.

Recognition is the highest-ROI leadership tool available — and the most underused. Gallup research shows that employees who do not feel recognized are twice as likely to leave within a year. Yet 65% of employees say they received no recognition in the last year from their direct supervisor. Not because supervisors don't care — but because no one taught them how. Organizations with strong recognition cultures see **31% lower voluntary turnover and 41% higher productivity compared to those where recognition is rare or inconsistent.** This 45-minute class gives your front-line supervisors six recognition program types, a reward implementation framework, and the measurement tools to build a culture where people feel seen, valued, and motivated to stay.

THE BUSINESS CASE FOR THIS TRAINING

65%

Of employees say they received no recognition in the past year from their direct supervisor

2x

More likely to leave within the year for employees who feel unrecognized vs. those who feel appreciated

31%

Lower voluntary turnover in organizations with strong, consistent front-line recognition cultures

41%

Higher productivity in teams where regular, specific recognition is part of the supervisory practice

Sources: Gallup State of the American Workplace • SHRM • O.C. Tanner Global Culture Report • Harvard Business Review • Forbes

WHAT YOUR LEADERS WILL LEARN

- ✓ Design recognition practices that are specific, timely, and matched to what each individual team member actually values
- ✓ Apply six types of recognition programs — peer-to-peer, achievement celebrations, public vs. private, service milestones, spot recognition, and team-based — to reach every contribution style
- ✓ Implement meaningful rewards within budget constraints using non-monetary tools that research shows matter more than cash
- ✓ Link rewards explicitly to performance and values so the connection produces learning, not just satisfaction
- ✓ Apply a fairness and consistency test to every recognition decision to prevent resentment and favoritism
- ✓ Get leadership support that amplifies the impact of their recognition practices
- ✓ Measure recognition effectiveness using engagement data, participation signals, and retention metrics
- ✓ Adjust programs when signals indicate the design is broken — rather than abandoning the practice

What Changes Immediately:

- ✓ Supervisors recognize team members before the week is over — with specific language, not generic praise
- ✓ At least one peer recognition practice goes on the team calendar this month
- ✓ Supervisors ask each team member: 'What kind of recognition means the most to you?'
- ✓ Recognition becomes a weekly discipline, not an occasional gesture

SIX RECOGNITION PROGRAM TYPES

One size doesn't fit everyone. Use all six.

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|-----------|-------------------------|--|
| 01 | Peer-to-Peer | Shout-out boards, recognition cards, peer MVP moments in meetings |
| 02 | Achievement | Project completions, certifications, personal milestones celebrated as a team |
| 03 | Public / Private | Public for team learning; private for those who prefer it — always ask first |
| 04 | Milestones | Service anniversaries named specifically: what they contributed, not just how long |
| 05 | Spot | Same-day, behavior-specific: 'What you did this morning — exactly that' |
| 06 | Team-Based | When the win belongs to everyone — call it a team win, not a collection of individuals |

The highest-impact recognition formula:

Specific behavior + real impact + within 24 hours = recognition that changes behavior.

"Recognition is not a reward program. It is a leadership discipline."

"The impact of their work has been incredible — fostering a new generation of capable leaders. Their curriculum is remarkably specific, addressing our unique organizational needs with precision. I wholeheartedly endorse Rising Tide Solutions."

— Jim Rhodes, SVP, Wayne Brothers Companies

A team that feels seen doesn't just perform better. It stays — and it raises everyone around it.

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"A rising tide lifts all boats."

SESSION AT A GLANCE

- 🕒 45 Minutes
- 📍 In-Person or Virtual
- 👥 Front-Line Leaders
- 📊 Up to 20 per Session

Package Includes:

- Slide deck
- Student handout & worksheets
- Intrinsic vs. extrinsic motivation guide
- Individual recognition preferences inventory
- Cost-effective recognition tool list (zero-cost options)
- Six recognition program type descriptions
- Budget-friendly reward options table
- Non-monetary rewards reference guide
- Fairness & consistency self-check
- Participation signal audit table
- Measurement & adjustment guide
- Action planning guide
- Complete instructor delivery guide

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📦 **Add All 20 Classes**

Bundle the complete 20-class Lunch & Learn Series for comprehensive front-line leader development.