Recognition & Reward Program

A best-in-class strategic recognition and rewards system based in behavioural theory, informed by international research. Engage, motivate, reward employees. Achieve results.

A strategic recognition and rewards system helps nurture a positive corporate culture that motivates high performance, boosts employee engagement, and ultimately, gives you a competitive advantage.

Our strategic recognition and rewards framework ensures that recognition systems are designed and built according to global best in class principles.

Our approach is multi-dimensional, strategically aligned, measurable and based on behavioural and neuroleadership theory. You benefit from international solutions customised to your local requirements.

How it works

As a leadership tool, a strategic recognition system helps align employee performance to corporate values and objectives by reinforcing the behaviours and performance results that support your goals.

Multi-dimensional approach blends informal and formal recognition, promotes wide participation and offers maximum opportunity for daily recognition across the organisation

Strategic communications include informational and motivational messages to keep individuals focused on the recognition message

Recognition training gives front-line managers the skill and confidence to deliver recognition, lead by example and fuel program success

Recognition criteria specifically aligned to corporate values and goals. Ensures recognition is meaningful to individuals and achieves objectives

Automated IT systems provide real-time information and detailed reports. Easy to review progress and adjust strategy as necessary

Web-based nomination system is easy to use, encouraging active participation

Here's how we create a best in class recognition and rewards system tailored to your needs

Define needs through a holistic assessment process

Develop strategic recognition concept blueprint according to best practice recognition framework and principles

Define the business case to establish strategic goals and organisational and employee value on investment

Establish steering committee and develop detailed solution scope of work

Build Recognition systems including:

- Recognition modules and business rules including recognition criteria and measures, reward formulae, participation eligibility and recognition processes

- Branding and communications system incorporating:
  • Program brand and identity
  • Pre-launch and launch plan to stimulate interest, enthusiasm and early participation
  • Strategic transactional and motivational communications plan

- Leadership and learning system to build management recognition skills and educate participants

- Events, celebrations and rewards system defining a blend of awards and rewards with intrinsic and extrinsic appeal

- Technology and reporting system enables easy implementation and provides a single platform to manage, monitor and measure investment

- Feedback and management system ensures program delivery excellence in three key areas: participant, operations and strategy

Why Achievement Awards Group?

Commitment to international best-in-class design and development

Over 30 years at the forefront of South Africa's people performance improvement industry

1 000
Developed over 1 000 programs

1 500 0000
Recognised and rewarded over 1.5 million South Africans

Food for thought

You cannot move the performance / engagement curve by only recognising an elite few (5 - 10% recognition reach). In order to reach a tipping point and create a culture of recognition, which impacts employee engagement, you need to reach and recognise as many people as possible (70 - 90%) as often as possible.

Stanford Graduate School of Business. (2008). Case: HR-31. Employee Recognition at Intuit

Find out more
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The Science and Art of Business and People Performance

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Employee Engagement & Motivation