



Congratulations on Your New Role

HOW TO MAKE AN IMPACT IN YOUR
FIRST 90 DAYS AS AN HR LEADER

workhuman*



The world is still in flux, and data indicates that the leaders and companies who double down on caring for their people are the ones who win every time. To help you get started in your new role, we wanted to shine a light on a modern option for rewards, recognition, and incentives.

It begins simply – talk to your employees and treat them like humans. Be genuine and transparent in all your interactions. The impact is especially acute when managers recognize employees daily and when praise is public, because witnessing public thanks is associated with less burnout and stress. The more companies can amplify and socialize recognition, the more the associated benefits resonate across the organization.



Make it one of your goals to operationalize praise. When an **official company recognition program** is present – that is, something more sophisticated than handing out gift cards from a stack in the closet – employees are **more than 2x as likely to see a growth path in the organization** and are **2x as likely to trust company leadership**, according to a recent international survey.

Here's how peer-to-peer employee recognition impacts key business metrics:

- When recognized in the last month, as opposed to never, employees are nearly **2x as likely to be highly engaged** and **more than 4x as likely to be happy at work**.
- Employees who feel recognized are more likely to give their best and remain loyal to the company, **reducing the cost of turnover**. Reward programs pay for themselves many times over.
- Based on an analysis of more than 700,000 employees across 32 programs, **annual turnover decreased from 16% to 11%** for those who received monetary awards vs. e-thanks.
 - Translating this data to potential savings: It can cost 2-3x a first-year salary to replace someone. At the most conservative level, it's a minimum of 30% of salary. Using that 30% as an example, for a company of 10,000 employees with an average salary of \$100K, **preventing 500 people from leaving results in savings of at least \$15M** (and potentially as high as \$100M+).
- Recognition builds stronger company cultures, and organizations that score in the top 25% on employee experience report nearly a **3x return on assets** and a **2x return on sales**.

Want proof?

Workhuman® customers have it:

The Eaton logo consists of the word "EATON" in a bold, sans-serif font. The letter "O" is stylized with a white dot in the center.

According to data from Eaton and Workhuman® iQ, **4 awards with value can achieve the same returns as approximately 40 awards without value.**



At BP, **recognized new hires have 50% lower turnover** than their unrecognized peers.

The LinkedIn logo features the word "Linked" in a sans-serif font, followed by the word "in" inside a white square with rounded corners.

At LinkedIn, the **retention rate is 96%** for employees who receive 4+ awards, and **54% of employees show a YoY increase on their performance rating** when receiving 3+ awards.



At Merck, **recognized new hires are 5x less likely to leave** within their first year.

Amid all these insights is one clear takeaway. Fostering a culture of belonging and taking the time to get to know employees as people with rich lives outside of work starts with putting well-being at the center of your strategy as a new HR leader at your organization.

Giving praise: good for employees, good for business.

Ready to lead with your values and put your people first? Check out [Social Recognition®](#) or [additional info for HR leaders](#), and reach out to schedule a Value Creation Workshop to model your rewards and recognition ROI.



Get in touch today.

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