

Reward & Recognition

The Ultimate Guide to Reward and
Recognition in the Workplace.



Introduction

We all know that people are the heart and soul of every business. They're the ones who keep the cogs turning, drive growth and work actively towards achieving your goals. Let's face it – without them, you wouldn't be where you are today. So, how can you give them an experience that will make them feel valued for the work they're doing?

In today's job marketplace, we know that employees are looking for more than just their regular paycheck. Employees are actively seeking out roles at companies who can provide them with growth, fulfilment and recognition for a job well done.

This is where the concept of reward and recognition comes into play. You want to retain your high performing team, but how can you do that when you know they're looking for more than their regular 9-5 paycheck? They're looking for additional benefits when they go above and beyond in their role.

Employees want more.
Employees expect more.

Employees want to feel recognised.
Employees want to feel valued. And employees want to be rewarded for the work they're doing.

While reward and recognition isn't a new function of people management, it's one that's often pushed to the wayside – but this shouldn't be the case. The reality is, when reward and recognition isn't championed in the workplace, it could be costing you big time – and we've got the cold hard facts to back this up. [Research](#) shows that organisations who regularly give thanks and recognise their employees far outperform those who don't.

With this being said, you need to have a strong strategy for how you make your team feel valued and recognised for the work they're doing.

The benefits are obvious – create loyalty and champion a recognition-based culture where your team feel valued and appreciated. But it doesn't stop there. Creating a culture of reward and recognition can impact your bottom line by improving employee engagement, performance productivity.

What's even better is that many forms of recognition in the workplace are absolutely free and require little time to set up.

What's more eye-opening is that research has proven that [69% of employees](#) feel they would work harder if they felt like their efforts were better appreciated. Not to mention that [companies](#) who actively recognise and reward their team are more likely to see an uplift in levels of accountability, responsibility and leadership initiatives across the board.

Ready to get started? We'll share all you need to know about reward and recognition in the workplace, as well as how to put a strategy together for your team.

What is reward and recognition?

Before we dive in, let's go back to basics and break it down.

Reward and recognition can be defined as the activity we engage in to acknowledge exceptional performance and encourage specific values or behaviours within the workplace.

Employee recognition is when you acknowledge any positive contributions an employee makes to their team or the business as a whole. This can include their unique contribution, expertise, character, efforts and dedication to their work, or to achieving business results. Recognition can be given by both employers and employees and can do wonders for improving workplace culture and morale.

Let's break employee recognition down even further. What are the different types of employee recognition in the workplace?

Personal recognition – the acknowledgement of individual expertise, unique talents and qualities of your employees

Recognition of work practices – such as demonstrations of creativity, innovation and improvements from your employees

Recognition of dedication to work – your employees showcase quality contributions to your business objectives this should be rewarded

Recognition of progress made – this could be milestones met on longer-term projects that impact the wider business

Recognition of results on an end product – this could be how the task has been completed and the way it was handled

Recognising employees who embody company values – for your employees who live and breathe your company values

1 in 3 people leave an organisation because they feel they are simply not recognised.

[– Forbes](#)

Now, let's take a look at rewarding your team. Where does it come into play?

Although reward and recognition can be used interchangeably, it's important to learn how each function works separately within the workplace.

Rewards are often set up by the company to acknowledge and motivate your employees who do a great job or go above and beyond in their role. Unlike recognition, rewards for your employees are more likely to have a monetary cost to a business. They're considered separate to an employee's salary and can be monetary or non-monetary in nature. E.g. bonuses, gift vouchers, an extra day of leave, etc.

Why is it important to reward and recognise your team?

According to [Gallup](#), 65% of employees reported that they received no recognition over the last 12 months for their work. In the same report, 89% of employers feel that most employees leave their companies to earn more money. However this is not the case – most workers who leave their jobs stated that it's the lack of employee recognition that was a major concern to them.

Employee recognition is critical for businesses who want to succeed. You want your employees to know that you appreciate all their efforts and the work they're putting in to help reach goals. Recognising achievements, efforts and behaviours that align with your company values is a great business tool for many reasons.

- It helps to support a culture of performance excellence
- Reinforces the standards you want all of your employees to reach
- Builds employee engagement and promotes job satisfaction
- Fosters retention of quality employees
- Reduces stress and builds an environment of trust
- Encourages greater creativity and innovation in the workplace
- Fosters a culture of appreciation that values employee contribution
- Promotes ownership, involvement and interest in work

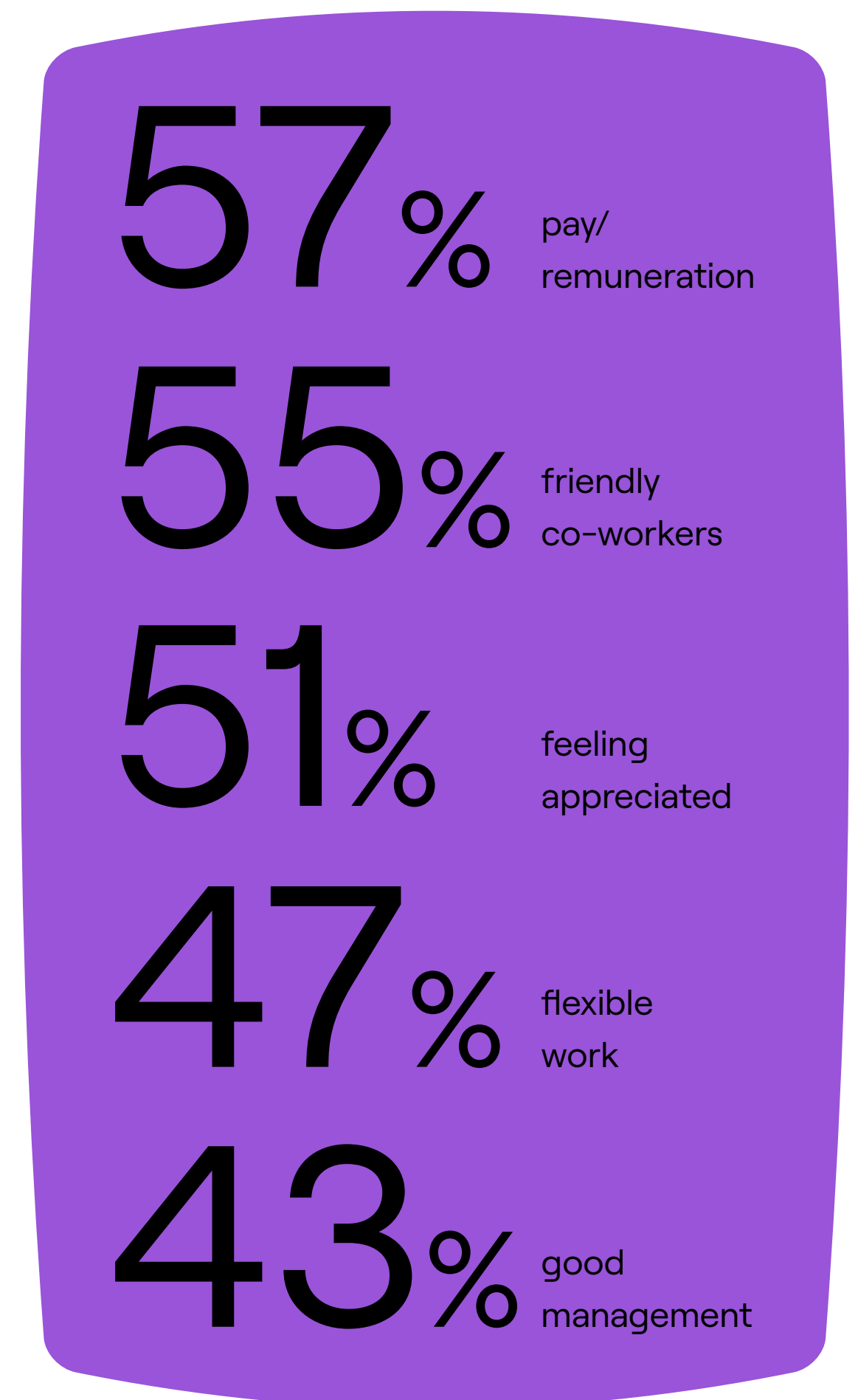
As you can see, there are many benefits in recognising your employees. The next step is setting incentives that your employees can work towards – but more on that a little later.

Now you've decided that you want to improve employee recognition in your business, where do you start? How should you reward your employees?

As a first step, you'll need to find out what your people value and what they'll engage with.

This is something the team at Employment Hero has explored recently. We completed a nation-wide employment survey to uncover [what Australian employees are looking for](#). In this survey, we took a look at the top five reasons employees stay in a role.

These reasons were:



How to create a culture of reward and recognition

By now, you'll know that by fostering a culture of recognition, you'll reduce employee turnover and create a more loyal team – it also can save you money in the long term. A study conducted by [TINYpulse](#) found that 21.5% of employees who don't feel recognised for doing great work at their current workplace have interviewed for a different job in the past three months. We all know that employee turnover is expensive, so by creating a culture of reward and recognition you can retain top talent by making your team feel valued for the great work they do.

So, how do you create a culture of reward and recognition? We've broken down some strategies you can implement in your organisation below.

1. Encourage peer to peer recognition

Peer to peer recognition is important in the workplace as it can motivate your team to achieve their best. It involves your team actively recognising their co-workers for great work and can be as simple as saying thank you or showing their appreciation either virtually or face-to-face in a public forum (e.g. a meeting or internal online forum).

Additionally, it can [boost employee engagement](#), lower turnover and benefit your teams' wellbeing. By making it easy and accessible for everyone in your business, you'll be on your way to developing a culture of reward and recognition in no time at all.

By incorporating peer to peer recognition into your culture, it shows appreciation and respect amongst co-workers. It's a great way to publicly acknowledge those on a job well done. It's also an effective way to acknowledge the smaller wins, especially if your budget is limited.

What can peer to peer recognition look like?

"Hayley is a legend! She always goes out of her way to help the team with the tricky parts of excel. I'm sure I'm not alone in saying she supports and teaches us every day!"

Looking for some ways to include peer to peer feedback in your reward and recognition strategy? Some ways you can implement peer to peer recognition include:

- Employment Hero's Peer to Peer Recognition feature
- Thank you notes
- Team notice board
- A dedicated portion of your team meeting to acknowledge co-workers
- Mentions on company communication channels. E.g. [Slack](#)



Recognise and reward based on what's important to your team

Personalised rewards are a great way to motivate and show appreciation to your team when they go above and beyond at work. By offering a non-monetary reward as a form of recognition, your team will feel valued and cared for. Who doesn't love a genuine and thoughtful gesture?

A good way to find out what your employees value is to ask them to participate in a short survey. This way you can use the findings to create a recognition system based on what they really care about. This could be a team lunch, day off, movie tickets or an experience.

Did you know that [65% of employees](#) actually prefer non-monetary rewards? This is because they can be remembered long after the payment hits their bank account. At Employment Hero, we reward our team with [Hero Dollars](#). Hero Dollars can be used in Discounts, Employment Hero's online marketplace with access to savings on thousands of everyday items.

Acknowledge achievements, milestones and birthdays in your team

It may seem like celebrating employee achievements and milestones are a small gesture, but it's actions like these that really help shape a culture of recognition. By embracing achievements, milestones and even birthdays, you can encourage your team to keep working towards goals, whilst keeping a positive work environment.

At Employment Hero, we love work anniversaries and believe it's really important to acknowledge them publicly. They're a great time to recognise team members and reward their hard work. By presenting employees with a certificate and a small present such as a gift card or movie ticket on their work anniversary, you'll create a culture of recognition where people will want to remain loyal to your company.

Reinforce your company values by attaching them to employee recognition

Most workplaces have company values that form the basis of why they do what they do, but according to [Forbes](#), 52% of employees can't recite their company values. Without every employee embracing your company values, how is it expected that your team will champion them through their work?

By having the option for employees to reward and recognise co-workers who encompass your company values, you'll create a values-driven culture that will continue to radiate positive vibes.

Our tip: Did you know that Employment Hero's Recognition feature offers this? Employees can recognise an employee and attach it to a company value when a co-worker goes above and beyond in their role. The best part? You can attach a monetary value to it, such as \$10 Hero Dollars.



What does reward and recognition look like for different teams?

No matter what your workplace looks like, be aware that reward and recognition can look a little different for every business. Whether you're working onsite, remotely or in a distributed team, championing a culture of reward and recognition can take some getting used to for both employees and employers.

It also takes trial and error. This is why we suggest asking your employees via survey how they want to be rewarded and recognised for their contribution. It can help you get a rough idea of what your employees want and/or expect when it comes to reward and recognition, and help guide your strategy moving forward. Let's take a look at a few different scenarios.

Reward and recognition for onsite teams

For onsite teams, your reward and recognition strategy may consist of mainly face to face interactions. This could take the form of:

- Going up to your co-worker and thanking them for a job well done
- Thanking them publicly in a meeting
- Sending an email thanking a team member
- Offering lunches or dinners for high performers
- Treats such as cupcakes, chocolate, team lunches, etc.
- Trophies, certificates or awards to acknowledge great work – e.g. employee of the month
- Gift cards, experience vouchers or meals out

- Personalised messages from the CEO or leadership team
- Company merchandise
- Monthly or quarterly celebrations
- Shout Outs and Recognition via Employment Hero
- Monetary rewards such as bonuses
- An all expenses paid trip for top performers in the company

If your team members are not based purely in one location, don't forget to include digital ways to champion reward and recognition, too.

Reward and recognition for distributed teams

A distributed workforce is a workforce or team that is not confined to working in one central office location. It allows employees to be located away from each other, whether interstate, overseas, home, a local coffee shop, co-working space, or in the head office. Using a distributed workforce model empowers employees to choose where they work best.

After 2020, many businesses and employees have become accustomed to working from home, and for many – it worked, and the benefits have been obvious. Now, businesses are refining their distributed team processes and looking at effective ways to reward and recognise their employees when everyone is apart.



For distributed teams, your reward and recognition strategy may consist of virtual interactions via video calls and online messaging, as well as face to face occasionally. These could take the form of:

- Thanking them publicly in an online meeting
- Sending physical thank you notes via mail or digital notes in an email
- Thanking them publicly in your internal communication channels
- Virtual celebrations
- Annual or bi-annual get togethers for the entire team to celebrate in person
- Shout Outs and Recognition via Employment Hero
- Gift cards, experience vouchers or meals out
- Merchandise packs delivered to each employees house
- Monetary rewards such as bonuses
- An all expenses paid trip for top performers in the company

Reward and recognition for remote teams

Remote teams have the flexibility of working from wherever in the world they're located. They don't have a head office and enjoy working 100% online. As remote teams don't have the option for daily face to face interactions with their team, it's crucial for remote teams to have a strong digital reward and recognition system in place.

- Open a company-wide meeting up for your team to give shouts and recognise others for great work
- Sending physical thank you notes via mail or digital notes in an email
- Virtual celebrations for hitting team goals and targets
- Sending Shout Outs and Recognition via Employment Hero
- Annual or bi-annual get togethers or conferences for the entire team to celebrate in person
- Holding virtual pizza parties and having a pizza delivered for each employee

- Monetary rewards such as bonuses
- Thanking them publicly in your internal communication channels
- Sending gifts or merchandise packs to employees homes
- An all expenses paid trip for top performers in the company

While reward and recognition can overlap for different types of teams, the main goal is to make sure that whatever you're doing, it's being championed in your workplace. Get your leadership team to lead by example and your team will naturally follow.

Reward and recognition in action

When it comes to employee recognition, there are many companies out there who are already paving the way for the rest of us. Here are some great examples of employee recognition in action to give you some inspiration.

Employment Hero

At Employment Hero, we're a remote-first, distributed workforce who strive to actively champion a culture of reward and recognition. It's the heart and soul of our business, and helps drive our team and goals forward. With this being said, it'd be wrong not to showcase how we're doing things ourselves – we talk the talk and walk the walk, right from within our own platform. Ready to learn how we're doing it?

Annual value champions trip

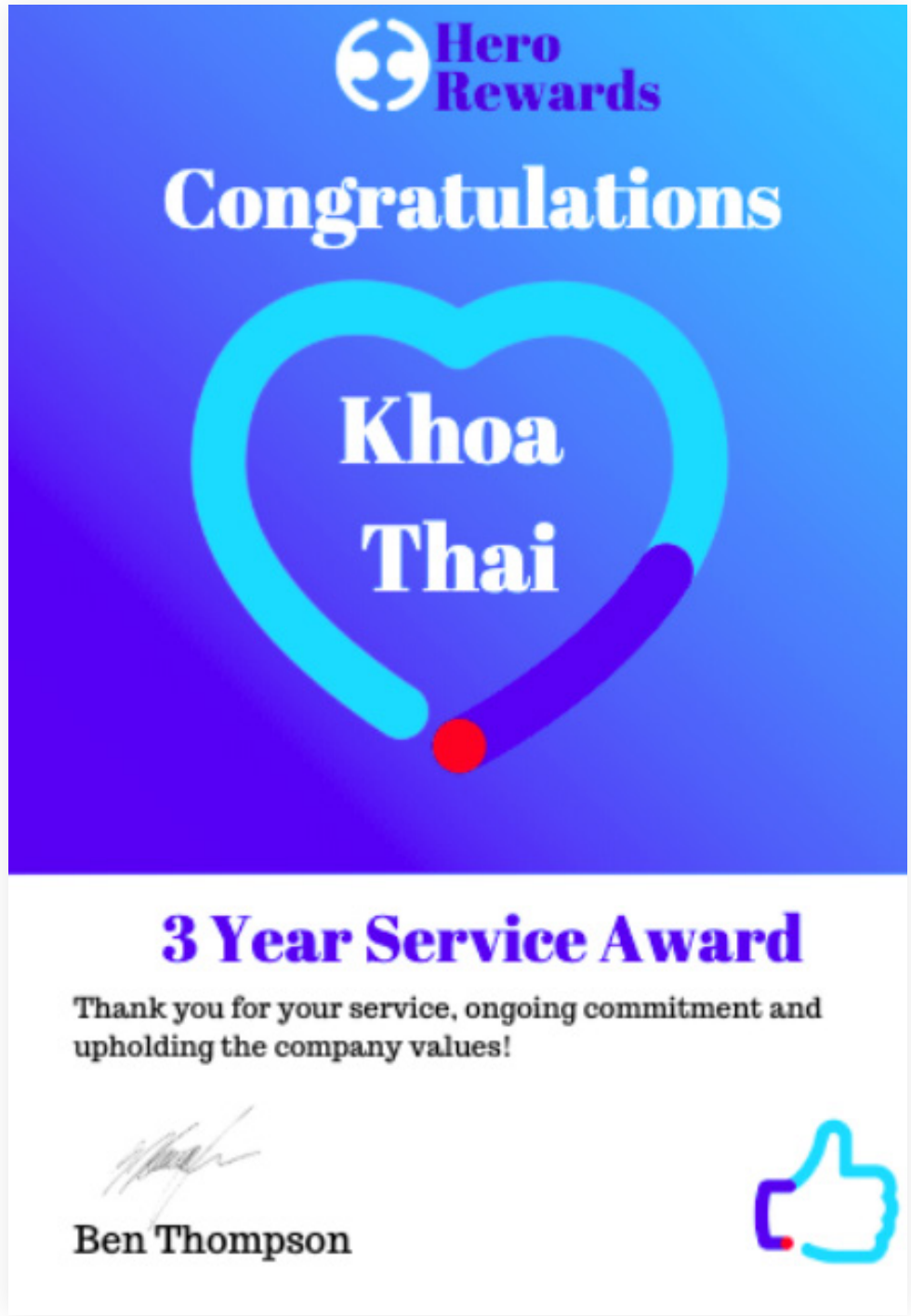
Each year, employees who show they've gone above and beyond in their role and encompassed our company values are nominated for the annual value champions trip. This is a trip where all values champions in the company jet off to an international location. It's a great way to motivate your staff to live and breathe your company values every single day and is an even better way to thank them for everything they've done throughout the year.





Celebrating milestones

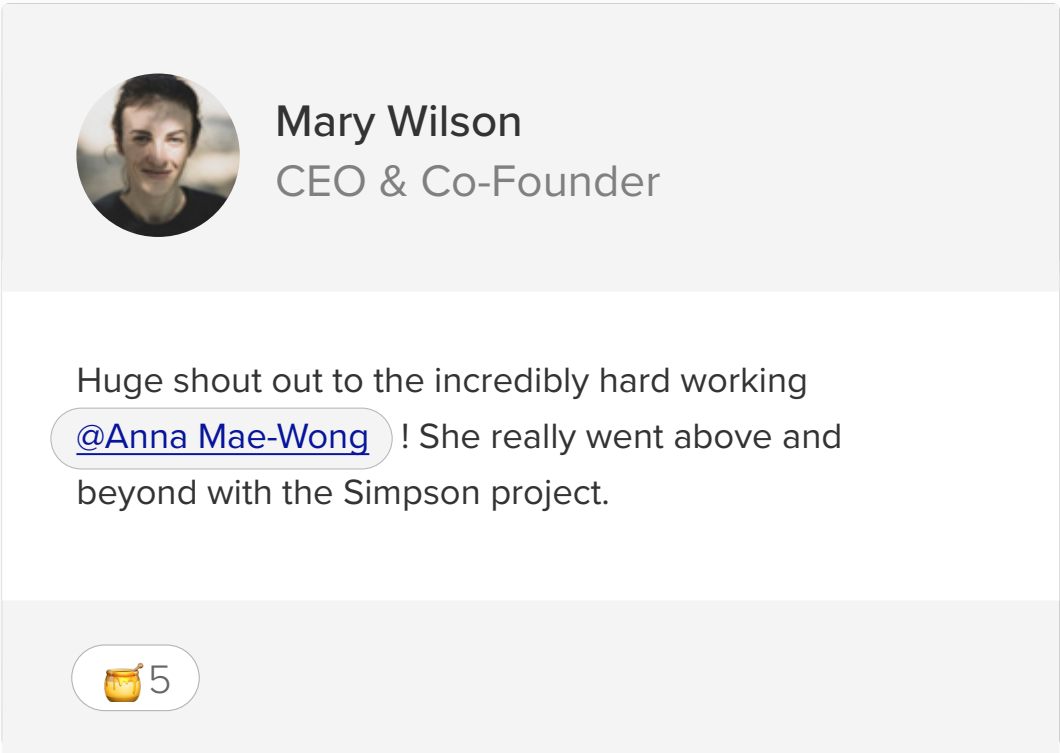
Employee milestones might not seem like a big aspect of recognition, but it’s small things like this that can keep your team motivated and engaged. At our All-Hands meetings, those celebrating work anniversaries get a mention and are thanked by someone in our leadership team. Each milestone, we also award Hero Dollars for employees to spend in our Discounts store.



Shout Outs and Recognition

Within the Employment Hero platform, we use the Shout Outs and Recognition features regularly. It’s a great way to show thanks for our team mates in a public environment.

Shout Outs are an opportunity for employees to recognise their colleagues when they do great work or help them on a project. Unlike with Recognitions, Shout Outs are an acknowledgement of an employee excelling in tasks that fall under the expectations of their role.



Recognition is a way for employers and employees to reward and recognise their employees and co-workers when they go above and beyond the expectations of their role.

Each Recognition is attributed to one of your nominated company values, so that each nomination is an opportunity to not only recognise your employees for their performance, but also showcase and reinforce your values company-wide. You can nominate a universal amount of Hero Dollars to reward employees who receive Recognitions, that can then be spent in Discounts.

Celebrations & team events

At Employment Hero, we're a remote-first, distributed workforce. This allows our team to be located from anywhere in the country and world, however, it also means we need to make celebrations as meaningful as possible. For team events, we fly all members into our Head Office in Sydney, Australia to celebrate wins.

Discounts & Hero Dollars.

For work anniversaries, birthdays, team goals being met and recognising a co-worker, we offer our team Hero Dollars. It's a great way to help people improve their financial wellbeing, as well as letting everyone know they're appreciated for their work.

Google

Google learned through experience that non-monetary rewards motivate people better than cold hard cash. The internet powerhouse is stepping away from the idea of always rewarding their people with the big bucks. They discovered that these types of employee recognition programs were fostering jealousy and resentment within their business — which wasn't the positive response they had in mind

So Google phased out the cash rewards program and rolled out a new employee rewards program that offered experiences — everything from dinners out to new tech gadgets to trips to Hawaii. Employees said they found the new program more fun, more memorable, and more thoughtful than the cash awards.

Remember, reward and recognition programs look different for everyone and this shows the importance of surveying your team to find out what they value most!

Nike

Sports retail giant [Nike](#) recognises and appreciates their employees by providing them with opportunities to stay fit and support the wellness of their families. From paid sabbaticals to product discounts and tuition assistance, Nike works to help employees stay engaged and motivated at work. They have also set up NikeU, which helps with leadership development by growing leaders to better hire, manage, and recognise their teams.



Putting it all together. How to create a winning reward and recognition strategy

Choose how you're going to reward and recognise your team

The first step of developing a reward and recognition strategy is to determine how you'll reward and recognise your team.

Our suggestion? Ask your team how they want to be rewarded and recognised! Sending around a survey can make all the difference, especially because they'll be rewarded in ways that matter to them. From here, you can assess whether certain initiatives fit within your budget.

Our tip: Did you know the Employment Hero offers Custom Surveys? You can also use this feature to download the responses as a CSV file and filter accordingly. It's never been easier to find out what your team wants.

Feeling overwhelmed?
We've broken down the types of ways you can reward and recognise your team here.

Will you choose to motivate and reward with financial incentives?

Although financial incentives aren't always the best motivators, they can certainly demonstrate appreciation for work well-performed. The best financial incentives are more open-ended and unpredictable because they motivate people to work their best at all times.

However, according to a recent survey by [Glassdoor](#), 79% of employees would prefer new or additional benefits over a pay increase.

Specifically, the survey found more women (82%) than men (76%) prefer benefits or reward perks to a pay raise. And, younger employees aged 18-34 (89%) and 35-44 (84%) prefer benefits or reward perks to pay raises when compared to those aged 45-54 (70%) and 55-64 (66%).

How about non-monetary rewards?

The best practices for awarding non-monetary or financial bonuses include offering a standard reward, bonus or gift package and rewarding people for outstanding performance with special awards, extra cash bonuses, holiday gifts or recognition for yearly performance.

Don't let your imagination run away with you when setting up reward incentives for your business. Especially in SMEs, your company budget might not stretch that far. Work out a rough budget per employee and work off of that calculation.



On a budget, or have no budget?

Take a look at these ideas.

Employee rewards and benefits work to reward performance and motivate employees at both an individual or group level. By rewarding your employees, you can improve workplace culture, improve employee engagement and reduce employee turnover. Below are some examples of high and low budget employee rewards and benefits you can implement in the workplace. You can also refer to the section above for specific examples for remote, distributed or onsite teams.

High budget incentive examples:

- Lunch clubs for high performers or people that reach their targets
- Weekends away for successful teams over a quarter
- Income bonuses for high performers
- Tickets for events, attractions, concerts or activities of interest

Low budget incentives:

- Company merch; water bottles, mugs, hats, t-shirts – anything that your MVPs (most valuable players) can wear around the office to show that they did something great
- Let them be the office DJ for the day (A niche one! But if someone's done something of merit it's a fun little perk you could offer them)
- Reward certificates or trophies for employees to showcase on their desk
- Handwritten thank-you notes from the CEO or leadership team

Let's not forget peer-to-peer recognition

As well as you or your leadership team setting up reward and recognition incentives for your employees, you should also encourage peer-to-peer recognition.

There are plenty of benefits that will surface if peer-to-peer recognition is done correctly. Make sure it's meaningful and ensure your team is recognising achievements or behaviours that are truly worthy of being recognised. This could be someone who is going above and beyond their everyday job role to get something done or fix an urgent problem.



Set a budget

Now you know how you want to reward and recognise your team, it's time to set a budget. A clear budget can help guide the types of rewards you can introduce into your business and set the cadence of when they'll be awarded.

If your budget is limited, don't fret. You don't need to have a big budget to show how appreciative you are of your team. More often than not, it's the smallest gestures that can have the greatest impact.

Not sure how to get started? We suggest having a rough starting budget to begin with, relative to the number of employees you have. From here, you can map out the gesture, the cost of each reward, the cadence and ultimately the annual cost of your reward and recognition strategy.

Going through a period of growth? You should consider projected headcount growth in these numbers.

Determine the tools and channels you want to use

Now you've determined your budget and how you want to reward your team, it's time to choose the tools and channels you'd like to use when rewarding and recognising your team. Will you use an HR platform (like Employment Hero), will you champion it through internal communication or dedicate time during your meetings?

The most important part of implementing new tools and ways to reward and recognise your team is to ensure you stick to it. Ask your leadership team to lead by example and remind your team how important it is to do so.

Get personal

It's important to be specific, personal and accurate when recognising an employee. Use positive words, and demonstrate to the employee that you actually understand their accomplishments. Outline exactly what they did well, how it impacted a particular project or scenario and highlight how that happened because of their individual successes or participation.

The more personal recognition the better as it shows your employee that you really were paying attention to them and their work.

Magnify recognition and get your leaders to back it up!

While verbal communication is considered [the most effective way](#) to recognise employees, the best strategy is to back it up by publicising employee accomplishments across multiple forums such as company newsletters, dashboards and in team meetings.

[Technology-based recognition programs](#) are a great way to do this. They should be mobile-friendly, allowing recognition to happen anytime, anywhere. If you don't have the budget to invest in this type of software, you could initiate something as simple as a [Slack](#) channel dedicated to recognising hard work.



The rules of reward and recognition and employee engagement

You can't deny that reward and recognition is the key to employee engagement.

[Studies](#) have shown that for every piece of criticism that an employee receives, whether constructive or not, six pieces of positive reinforcement are needed to counteract it.

Not only this, employees that don't feel recognised or appreciated are less loyal to their employers than their appreciated team members, whereas employees that feel recognised are more engaged, leading them to be more productive.

Considering this, it's not surprising that companies who effectively appreciate their employees are [20% more profitable](#) than those who don't.

So if you're looking to retain staff, help employees be more productive and have your company perform better, reward and recognition is a winning ticket.

But being aware of the benefits of reward and recognition isn't enough. Employers who rely on their employees and managers to simply 'start recognising and rewarding' one another will be as successful as the ones who don't bother in the first place.

Reward and recognition needs to be part of a company's culture – but it won't get there without leadership providing a framework for reward and recognition and encouraging their employees to be part of it.

Employers need to provide their managers and employees with the tools to reward and recognise each other, then actively encourage and reinforce positive behaviours using those tools until it becomes a habit. Like with anything worthwhile – the trick is sticking to it. Here are our rules for an effective reward and recognition program.



Rule 1 – be transparent

Want your reward and recognition program to take off? Then transparency is key. For starters, what specific behaviours do you want to recognise? Who should be displaying them? How are you going to recognise them? And how will you reward them? By answering these questions, leadership can avoid any accusations of bias or preferential treatment.

Introduce your reward and recognition program to the whole company and clearly outline the specifics. The better you articulate what is expected of your employees and communicate what behaviours or characteristics you want them to aspire to, the easier it will be for them to display them.

This is also a good time to address how your system will work. Will you recognise an employee of the month at a monthly meeting? Will you have weekly stand-ups where team leaders can announce employees who have done great work?

Will you reward employees with a company certificate?

This is also a great opportunity to promote a culture of inclusivity – some employees may not feel comfortable being singled out in front of a crowd (even if it's for the right reasons!). Invite employees to discreetly message their manager or leadership team if they would prefer to be recognised in private.

Rule 2 – be consistent

In order for your reward and recognition program to be successful, leadership and team managers need to be consistent with it. That means making a concerted effort to reward and recognise employees frequently and – if their employees are comfortable with it – loudly.

With leadership walking the walk, employees will feel more comfortable recognising one another for their own efforts and in time, leadership won't need to play such an active role (though they should continue to do so!).



At the same time, by championing the behaviours that lead to reward and recognition, you're setting a standard for the whole company to aspire to.

The best way for business leaders to start a reward and recognition program is to focus on recognising their direct reports each and every day, and encouraging their managers to do the same. When you notice an employee doing their job well, thank them by name. Be specific about what task they have done well and what effect it had on you personally, as well as the effect it will have on the company. Finally, thank them again by name to really hammer it home.

For example,

"Thank you for writing that blog on reward and recognition, Isabelle. I really enjoyed reading it and it made me think about how I can better reward and recognise my own team. Well-written content like that will be really useful for future customers too. Thanks Isabelle."

Try to recognise at least one person every day to get you into the habit and remember, a compliment costs you nothing – but it can mean the world to the person who receives it.

If possible, try to involve each of your teams in the reward and recognition program.

Every part of your business should have its own KPIs, and the teams responsible for them should be rewarded when they meet or exceed them. For example, the sales team might get all the glory for bringing in the big bucks, but the support team might be kicking goals under the radar. Keep all your teams engaged in the reward and recognition program – and if you don't know what their KPIs are, they probably don't either...

Rule 3 – be tangible

A reward and recognition program can only last so long before rewards need to offer something more than a sentiment of gratitude and praise. But tangible rewards don't have to cost the earth; in fact, don't consider it a cost at all – it's an investment.

What do we mean by tangible? Well, to be frank, monetary value; but not as much as you'd think. The dollar value of the reward isn't as important as the fact that the reward has monetary value. Even smaller, token amounts can build more of an incentive for employees to continue working productively to build up to a higher value reward.

At Employment Hero, [employees receive \\$10 Hero Dollars](#) every time they receive a SuperHero Nomination. Though \$10 is a relatively minor cost, employees are motivated to keep up their good work and increase their total amount of Hero Dollars.

I know what you're thinking; "If I'm rewarding staff with money, doesn't that count as a fringe benefit?"

We're glad you asked! Rewards can fall under the [minor benefits exemption](#) if the reward is:

- Less than \$300 in value
- Infrequent – the more often the reward is received, the less likely it is to fall under the minor benefits exemption

Infrequent is somewhat subjective, so to avoid that 49% fringe benefits tax, keep your rewards minimal and irregular. Reward the same employee every Monday with \$50 and the tax man will come calling.

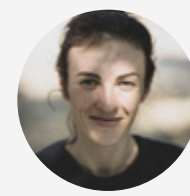
Disclaimer: Please note this advice is general in nature and not intended to substitute professional advice. For more information relating to your specific business situation, please seek professional legal advice

Rule 4 – be authentic

No matter how supported your reward and recognition program is, if culture and employee engagement isn't actually a priority for your business, a reward and recognition program won't have the same impact. Reward and recognition isn't a bandaid for unhappy employees – it's proactive, not reactive. Giving employees a \$250 gift card won't negate poor management and a toxic culture – it will just reinforce how out of touch leadership is with their employees.

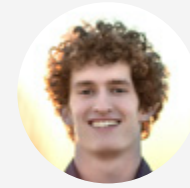
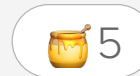


Looking for software that can support reward and recognition in your workplace? Let us help.



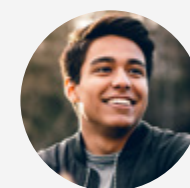
Mary Wilson
CEO & Co-Founder

Huge shout out to the incredibly hard working [@Anna Mae-Wong](#) ! She really went above and beyond with the Simpson project.



Barry Farou
Head of Technology

I'd like to give a huge shout out to [@Sarah Marks](#) ! She really helped me out at the last minute when we had a client presentation change a day out. Thank you!



Jamie Keegan
Software Developer

RECOGNITION



Amanda Keller
Values champion

Amanda is constantly smashing it, and is always there to support me as an amazing manager. Thank you for being such a good mentor and positive influence!

Our platform is specifically designed to help your team stay engaged, motivated and feeling valued and rewarded for great work. Employment Hero has many different tools you can use to help keep your team feeling recognised and rewarded included:

- Recognition
- Shout Outs (Peer to peer recognition)
- Feedback
- 1:1s
- Employee happiness scores
- Performance reviews
- Learning management system (LMS)
- OKRs (Objectives and Key Results)
- Custom surveys
- And so much more...

Book a demo with one of our small business specialists today to learn how Employment Hero can help you build a culture of reward and recognition.



The smarter way to manage
people, payroll and productivity.
For SMEs with big ambitions.

Work easy

A circular inset image showing a woman with dark hair tied back, wearing a grey sweater, smiling and looking down at a smartphone she is holding in her hands. The background of the image is a solid light blue.

Book a demo with one of our
business specialists today