

Lunch and Learn – June 28th, 2018

**How to Value and Recognize the Work of
Employees in the Nonprofit Sector**

Exchange of Ideas



Think of an employee's last day after resigning. He or she always receives many compliments before leaving and realizes to what point his or her work was appreciated by colleagues and the employer. Don't wait for this moment to value and recognize the work of your employees!

Not to mention that employees in the nonprofit sector often accept a lesser salary, forego benefits, insurance, a pension plan, etc. Recognition at work thereby becomes even more important!

- When you thank your employees, be precise. What are you thanking them for? "Thank you for conducting the meeting this morning." "Thank you for your patience and understanding with our volunteers."
- Ask them for feedback on yourself. How do your employees regard you as a leader? Do they have suggestions for improvements? They'll appreciate you asking for their input.
- Celebrate employee anniversaries in simple ways.
- Share relevant information and stories about the organization with employees.
- Conduct surveys with employees to ask for their opinions.
- Profile employees through your social media.
- Recognize them through their passions. Discover what they're passionate about and thank them with a gift related to this passion.
- Create a team section on your website with employee profiles. You can do the same thing in your newsletter.
- Organize team meetings where each person has to recognize the work of another colleague.
- Organize activities outside of the office.
- Participate in activities where employees take on challenges as a team (ex.: a race, a walk, a dragon boat race, cycling, etc.).
- Add a suggestion box in the office.
- Add a memo board in the office where staff can put up thank you notes.
- Highlight personal achievements or employee success stories.

- Offer training opportunities or personal development.
- Write recommendations on employee LinkedIn profiles.
- Allow employees to leave early on Fridays.
- Allow them to work from home.