

#BIWMOI  
FUTURE-READY WORKFORCE  
**ENGAGEMENT STRATEGIES**

KEY INSIGHTS

# CHANGING FACE OF **RECOGNITION & REWARDS STRATEGIES**

Five ways to **Inspire your Future Workforce**



## **Magnify the Moment**

For your on-the-go workforce accustomed to quick responses, make moments of achievement special with instant & personalised recognition.



## **Shape-up the Behaviours**

Drive favorable behavior with recognition and prepare your workforce for futuristic roles that inspires innovation, creativity, human connections and emotions.



## **Make Recognition Vivid**

Engage your new-age workforce with a visually appealing social recognition including emoticons and hashtags.



## **Gamify the Experience**

Your contemporary workforce is enjoying the flavors of badges, levels and goals. So, engage them with gamified and interactive interfaces when recognising and rewarding them.



## **Share with Freedom**

Bring in trust and transparency by leveraging new age platforms to encourage employees express and discuss concerns fearlessly.

# KEY RULES AND TRENDS IN **EVER CHANGING** **WORKFORCE LANDSCAPE**

## Five ways to **Inspire Engagement at your Workplace**



### Leverage Drivers Beyond Pay

To drive overall employee satisfaction, you would need something more than good wages, i.e. transparency, flexibility and the culture of recognition at workplace.



### Burn the Burnout

Burnout, the biggest demotivator at workplace, needs to be dealt with an engagement mix of relevant trainings and frequent recognitions.



### Show them the Meaning

To draw commitment from your millennial workforce, help them find meaning in their work and see their future in the organization.



### Zoom Out on Gigs

As many as 65% people declined choosing gig jobs over full-time roles. This means, your diverse workforce is motivated by longevity of associations.



### Diversify your Recognition

You can engage as much as 73% of your workforce with long service anniversary, manager discretionary, peer to peer, nomination and results based recognition.

# R&R STRATEGIES FOR **MANAGERS AND LEADERSHIP: RECOGNITION MATTERS**

Five ways to **Inspire your Managers and Leaders**



## Start From the Middle

9 in 10 middle managers are uninspired which leads to uninspired teams. The key to inspired teams, therefore, lies within inspired and engaged middle level.



## Look Beyond Fair Pay

Equal portions of fair pay and frequent recognition make the perfect potion for engaging as much as 91% of your employees.



## Moments of Micro-Recognition

Attain phenomenal business results by creating multiple recognition opportunities for managers and leaders



## Make Room for Collaborative Spaces

To become an innovative organization, initiate and inspire collaboration over ideas between your managers and subordinates.



## Manifest the Power of Social Recognition

Make recognitions more meaningful for the managers by applauding their exemplary performances on platforms their family and friends are.