

CUSTOMISED RECOGNITION PROGRAMS — MAKING PEOPLE MATTER

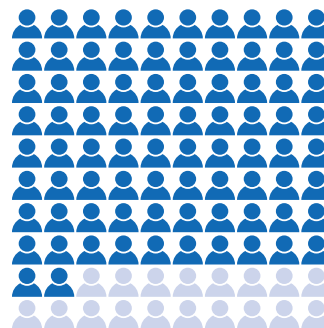


SG PROMOTIONS

DO YOU WANT TO IMPROVE EMPLOYEE ENGAGEMENT, TURNOVER, QUALITY OF WORK, VALUE AND PRODUCTIVITY IN YOUR BUSINESS?

THESE ARE THE TOP 5 THINGS YOU NEED TO KNOW:

1. In 2012, Australian businesses lost \$42 billion due to low levels of staff engagement.
2. 81% of employees say they would work harder for a grateful boss.
3. 82% of the Australian workforce say they are not engaged in their current role.
4. The cost to replace an employee can be as high as 150% of their annual salary.
5. 69% of workers surveyed say that non-monetary forms of recognition provide the best motivation.



82% OF THE AUSTRALIAN WORKFORCE SAYS THEY ARE NOT ENGAGED IN THEIR CURRENT ROLE.

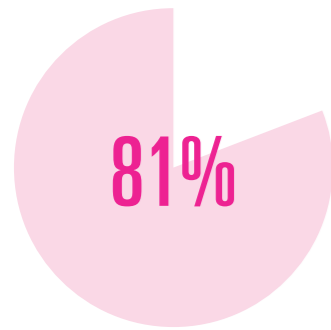
The value you place on your people is the most critical aspect for your business to succeed.

And the need to recognise the strengths of your employees has never been stronger than right now. Especially while retaining top employees is one of the most prevalent issues facing businesses today.

The solution is very simple – people need to know they count!

1. Gallup Survey, 2012 2. <https://www.templeton.org/grateful> (A study by the John Templeton Foundation, USA) 3. Gallup Organisation <http://www.gallup.com/strategicconsulting/en-us/employeeengagement.aspx> 4. Mercer Consulting 5. The Gallup Organisation





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SIGNIFICANT IMPROVEMENTS CAN BE MADE THROUGH A CUSTOMISED AND SYSTEMATIC APPROACH TO FOCUS ON THE STRENGTHS OF YOUR EMPLOYEES; THROUGH THE POWER OF RECOGNITION.

Regardless of who they are and what they say, ALL people value being recognised, being acknowledged and feeling appreciated.

Recognition is a key driver of engagement in the workplace today and one of the most powerful tools available to you in your workplace.

ARE YOU USING IT?

Each business has its own unique set of drivers. These are the elements of your business which you would like to encourage, nurture, develop and be visible.

A customised recognition program will build on these to create the positive culture, working environment and other outcomes you want to achieve in your organisation.

Your program will be designed to meet the needs of your business and will consider your key drivers. These may include some of the following:-

- Business Improvement
- Mission, Vision and Values
- Achievements
- Innovation
- Teamwork and Collaboration
- Cost Reduction
- Sales
- Leadership
- Customer Service
- Operational Excellence

Call today to discuss a customised recognition program for your business.

Invest in your people and they will invest in you.

SG PROMOTIONS IS DEDICATED TO DEVELOPING AND DELIVERING THE MOST EFFECTIVE PROGRAM FOR YOUR ORGANISATION AND WE ACHIEVE THIS THROUGH THE SIX COMPONENTS OF OUR PROVEN METHODOLOGY.

1. DEFINE

2. DESIGN

3. DEVELOP

4. DELIVER

Core Four

5. REFINE

6. REINFORCE

DEFINE:

To ensure the most effective customised program for you, we must first understand who you are and what you do. This includes understanding your mission vision and values, key business drivers, workplace environment and culture, and any issues which you believe may be affecting performance.

DESIGN:

After identifying the opportunities in your business, we will design a draft concept for your program. This phase sets out the framework through strategic planning and mapping. Design also includes the program's draft structure and process, and finalises the timelines and costs of your program.

DEVELOP:

When the concept has been approved, we will develop the key components that will contribute to the success of your recognition program. Primary areas of development are the branding and naming of the process, communication package, organisation of process flow and the formalisation of structure and ownership.

DELIVER:

This is the implementation phase of your program. We work with you in launching and managing your program while integrating it into your business.

REFINE:

Helping you to maximise the ongoing results of your program, we work with you to make improvements or adjustments as required. We also continue to monitor and review its effectiveness into each year or cycle following implementation.

REINFORCE:

Providing support throughout the first year of your program is critical to its future success and longevity. Continuing to support your business and your program's implementation, we provide assistance in directing and managing your program.



IN ADDITION TO OUR PROVEN METHODOLOGY, SG PROMOTIONS OFFERS ADDITIONAL SERVICES TO ENSURE YOUR RECOGNITION PROGRAM ACHIEVES MAXIMUM SUCCESS.

If your business already has a recognition program in place, why not complete a 'Health Check' on your program. During this process, we will either review or make recommendations across a number of areas including:

- Effectiveness
- Relevance
- Impact
- Stakeholder Feedback
- Updates
- Improvements

We welcome the opportunity to discuss with you the positive impact such a program can make in your business or organisation.

The return on investment for employee engagement and recognition can be significant. Call to discuss your program today.

PEOPLE NEED TO KNOW THEY COUNT.



THE COST TO
REPLACE AN EMPLOYEE
CAN BE AS HIGH AS
150%
OF THEIR ANNUAL SALARY.



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