

# Trends & Best Practices: Foundational Years of Service Programs

Studies have long shown that well-planned employee recognition programs not only engage your employees, but also directly impact your company's bottom line. Service anniversary and retirement award programs are traditionally the cornerstone of a well-planned recognition strategy.

The world has changed overnight and with it, the way we work and will continue to work. Organizations are tasked with finding innovative ways to keep employees connected. Emerging trends are helping organizations meet the demands of a changing workplace, align the generations in their workforce, and achieve cultural goals.



## Generational Influences

With five generations in the workplace, organizations are balancing time-honored traditions with more modernized approaches and technology.

## Social Engagement

There is a transition to incorporate more virtual and social recognition touches. Co-workers are invited to get involved by sending eCards and posting comments and photos.

## Don't Wait



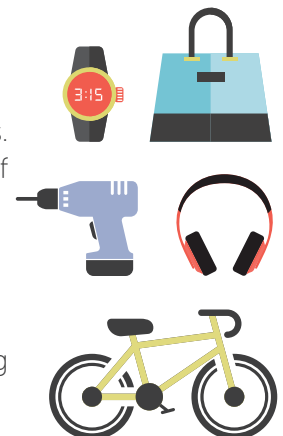
Organizations are recognizing service anniversaries sooner; 1-year, 3-year, and every year recognition is the norm, often replacing banquets with more frequent touchpoints. Additionally, organizations are focusing on acknowledging new employees, with multiple recognition touchpoints throughout their first year.

## Manager Engagement

Manager involvement remains critical to program success. Virtual recognition tools and home-delivery help organizations engage employees and celebrate together, even in remote working environments.

## Award Choice

While symbolic awards are still used, most organizations now focus on lifestyle awards. This broad selection of awards gives employees in every generation the power of personal choice and presents considerable tax advantages over gift cards or cash.



## Retirement & Offboarding

Retirement and offboarding are important points in your employees careers. Recognizing these key events solidifies positive feelings about the organization and its reputation.