



Simplifying HR to fit your company's needs

How to recognise high performing employees with limited budgets

Over the last few years, leaders have been working with reduced merit budgets and are challenged to reward high performing employees with less.

Improving employee engagement, managing costs and increasing employee retention as the top 3 challenges for HR teams in 2018.¹

It's time to utilise non-financial rewards!

Leaders can recognise an individual employee or entire teams with meaningful and individualised rewards. Show your appreciation, increase staff morale and create a positive work environment without breaking the bank.

For the individual:

- A hand-written thank you note. Never underestimate the impact this simple deed has.
- Arrange a basket of fresh fruits and healthy snacks.
- Offer a reserved parking spot near the office entrance for a week.
- Eat lunch with a member of the senior leadership team of their choice.
- Mentoring sessions from a manager or senior employee.

For the team:

- Provide a catered breakfast for the team.
- Host an ice cream party. Much appreciated especially during the hot temperatures.
- Increase their lunch break time for a week.
- Letting them leave early on the last day of the working week.
- Put up a picture of the team and add it to the “wall of fame” in your reception, cafeteria or social area.

¹ Source: <https://get.knect365.com/total-rewards-middle-east/gcc-compensation-and-benefits-employer-trends-report/>

Are you looking to implement an employee recognition programme but aren't sure how to link it to your HR and total rewards strategy? Find out how we can create a programme fit for your company and culture.

E: info@olam-group.com

M: +971-52-2516322

W: www.olam-group.com

