Section 1

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**Why projects fail**

**Recognition**

**What is recognition?**

**Benefits of Recognition**

* They feel connected to their work leading to low turnover . Research reveals that your company turnover can be brought down by 50% when you start recognizing employees
* High productivity as employees repeat what has been appreciated

**Do we recognize our team members ?**

**Proven techniques for effective recognition**

* Recognition need not be expensive . Remember 57 percent of surveyed employees said that most meaningful recognition was free
* Praise
* Being involved in [decision making processes](http://www.businessnewsdaily.com/3987-power-decision-making.html)
* Career opportunities
* Visibility
* Recognition at a team meeting or in a company newsletter

**Wrong ways of recognizing employees**

70% of the employees say they receive no appreciation or recognition at work place . They feel they are undervalued . We need to value our employees and make them feel they are valuable for us.

Appreciation is a fundamental human psychological need. Employees respond to appreciation expressed through recognition of their good work because it confirms their work is valued. When employees and their work are valued, their satisfaction and productivity rises, and they are motivated to maintain or improve their good work.

Praise and recognition are essential to an outstanding workplace. People want to be respected and valued for their contribution. Everyone feels the need to be recognized as an individual or member of a group and to feel a sense of achievement for work well done or even for a valiant effort. Everyone wants a ‘pat on the back’ to make them feel goodHi Aon ms. start