



RPI's Building Blocks to Recognition Success

By David Layman, RPI

Use RPI's 7 Best Practice Standards® to transform your organization.

RPI's 7 Best Practice Standards® are at the very core of RPI's Mission to enhance organizational performance through employee recognition. RPI does this by providing access to RPI Best Practice Standards®, education, research and the exchange of ideas.

RPI also fulfills its mission by creating opportunities for members to grow professionally as well as advocating recognition and engagement strategies to promote organizational excellence.

Organizational excellence includes many things – **higher productivity, better employee retention, a superior work environment and culture and, of course, increasing the bottom line.**

Recognition and engagement have been shown to improve all these areas. For example:

- Studies have shown that **non-financial motivators such as praise from a manager or recognition from leadership have a larger impact on engagement than pay raises or other financial incentives.**
- A study by Bersin & Associates showed **companies with recognition programs that are highly effective at improving employee engagement have 31% lower voluntary turnover.**
- Another study found that **78% of workers say being recognized motivates them in their jobs, and 69% say they would work harder if their efforts were better appreciated.**

RPI's 7 Best Practice Standards®:

Standard 1: Recognition Strategy

Standard 2: Management Responsibility

Standard 3: Recognition Program Measurement

Standard 4: Communication Plan

Standard 5: Recognition Training

Standard 6: Recognition Events and Celebrations

Standard 7: Program Change and Flexibility

The bottom line is a good recognition program can improve all areas of an organization.

Drive organizational excellence with RPI's Best Practice Standards®.

RPI's Best Practice Standards® are based on knowledge gained from academic literature, professional conferences and shared experiences in developing successful recognition programs.

They are effective for creating, operating and evaluating recognition programs for all types of organizations including public and private sectors, large and small organizations and organizations with single or multiple locations or functions.





Learn more about Recognition.

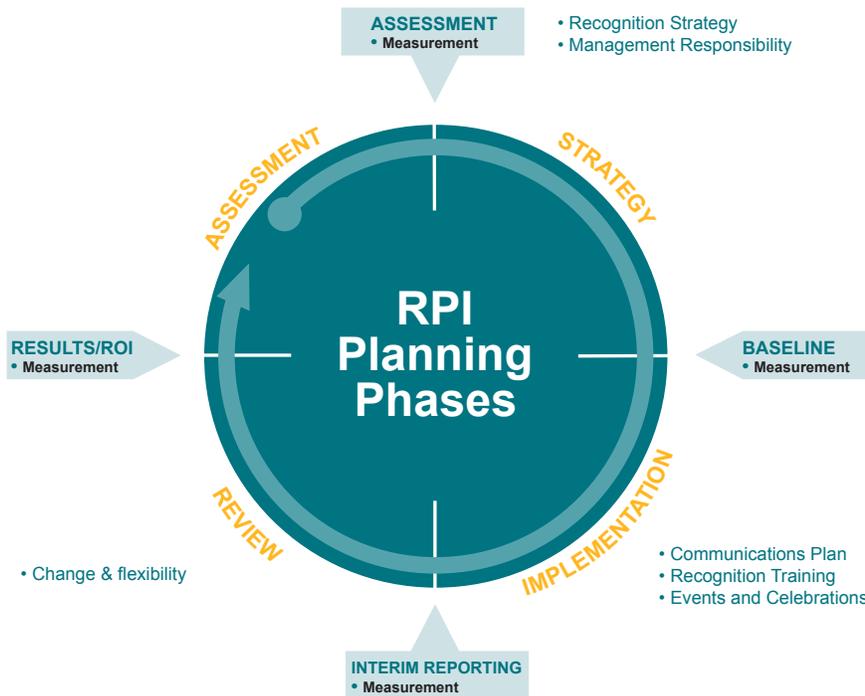
Not only has RPI come up with these Best Practices to serve as a guide for recognition programs; the organization also offers opportunities to learn how to put all seven standards in place and to better understand how each best practice fits into a successful program. RPI members can participate in Recognition Fundamentals training or take the Certified Recognition Professional (CRP)[®] training.

Recognition for Recognition Excellence.

RPI also walks the walk in recognizing its member recognition experts. Every year, RPI presents the RPI Best Practice Standards[®] Award to organizations that have been particularly successful in implementing one of the RPI Best Practice Standards. The Best Overall Recognition Program Award goes to organizations that have been highly successful putting all seven Best Practices in place. The Recognition Champion Award honors individuals who have shown leadership, passion and dedication in promoting the principles of recognition and serve as a role model for recognition practices.

For more information about the 7 Recognition Best Practices[®], go to RPI's website at www.recognition.org.

Recognition Strategy Model



Based on RPI's 7 Best Practice Standards[®]

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