

## Trend 4: Use Data to Identify High Performers and High Potentials

So with all the great recognition technology out there that enables recognition and feedback daily, you have a mountain of data that should be leveraged. The next trend is using that data to identify who is up and coming in the company and who you should focus on developing and promoting.

What data? Well think about all of your most recognized employees. They must be doing something right. Data from recognition platforms provide insight into who's living the corporate values daily so you can get more understanding of what makes employees successful. Understanding your top performers helps you find more of them.

Also, think about people in your company that are recognizing others all the time. This gives great insight into

current or potential leadership that believes in recognition – one of the fundamental principles of a great leader. One of Gallup's Q12 specifies that great leaders recognize employees once a week.

How about the leaders that aren't recognizing? With that data you can also find training opportunities or have one-on-one conversations to support your recognition and performance culture.

Companies are beginning to use this type of data to support performance management and all other elements of the employee lifecycle. Any insight HR departments and companies can gain on top or bottom performers can be used to make decisions that will impact employee and business success.

### Want to create a culture of recognition? Ask these questions at your next leadership meeting

- 01 **What's our current culture?** Every company has one ■
- 02 **What do we want our culture to be?** Establish some core values.
- 03 **What do we value?** Are we recognizing staff for living our values or company objectives?
- 04 **Do our systems and processes help or hinder?** Bolt culture into the way you measure and maintain the business.
- 05 **What are our leaders like as role models?** Your culture cannot thrive unless leaders set an example to inspire employees

# Achievers

*The Achievers mission is to Change the Way the World Works. We are accomplishing this by helping companies around the world recognize and reward positive employee behaviors on a daily basis resulting in higher employee engagement and better business results. With our award-winning technology, unmatched customer service and industry-leading expertise we have powered the world's most successful rewards and recognition programs.*