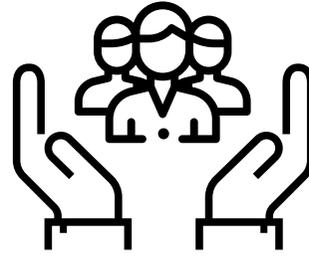


M&S  
CORPORATE GIFTS

**12**  
**employee**  
**recognition ideas**  
to improve company culture

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# 79%

**of people who quit their jobs cite 'lack of appreciation'**<sup>1</sup>

From employee acquisition and retention, to engagement and motivation, **your company culture can have hugely positive effects** on your organisations' productivity and bottom line.

But the factor that underpins all of these positive outcomes is employee recognition. 79% of people who quit their jobs cite 'lack of appreciation'

as their reason for leaving<sup>1</sup>, so it's safe to say that this needs to be a top priority. But, how do you best show your workforce that you appreciate them?

Is it a pat on the back? Is it a simple thank you? Well, the truth is, there's a variety of ways to show your employees you care, and we've got some tips to help you...

# ► Healthy body, healthy mind

# 70%

of employers have improved  
their physical environments  
to encourage healthy behaviours<sup>ii</sup>

It's understandable to care about employee health, as it relates to your business - sick employees can't work. But, when you venture beyond this and consider employee health as part of your company culture, then things begin to change.

You want to create an engaging and motivating workplace, so you need to **show your employees you care about their health**, and not just in the way it relates to your business. With this mindset, you can now introduce schemes, policies, and practices that show you actually care about staff health and well-being...





## TIPS



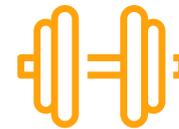
### NO.1

**Introduce free fruit** to your workplace for every employee.



### NO.2

**Start a cycle-to-work scheme** which offers staff discounts on bicycles if they ride to work.



### NO.3

**Offer on-site gym facilities** or corporate discounts to local gyms.



### NO.4

**Create programmes** and in-house competitions that encourage staff to make healthy lifestyle changes.

# Memorable rewards

# 69%

of employees would work harder if they felt their efforts were better appreciated<sup>iii</sup>

Whether they've done a great job, had a new baby, or reached their latest health target, there is a multitude of reasons to reward your employees. But your 'well done' or 'congratulations' lacking the impact to engage them? Perhaps a bottle of wine for the employee

who doesn't drink is a bit wide of the mark. **Every one of your employees is unique**, and so are their tastes, so giving generic gifts doesn't do much to illustrate that you truly care. With this in mind, it's time to step it up in relation to employee rewards, and here's how...



## TIPS

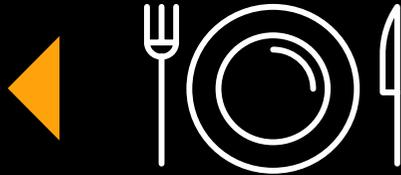


### No.5

Remember that cash bonuses in salary payments will be taxed meaning staff won't get the full reward.

### No.6

Restaurant vouchers make assumptions about people's taste and can lead to disappointment.



### No.7

Gift cards are an excellent way to reward employees while enabling them to buy what they actually want.

### No.8

Give rewards at arbitrary times to create a culture filled with surprise and delight.



# Create a community

# 13%

**of employees strongly agree** that their leaders are effectively communicating with the organisation<sup>iv</sup>

You invite an employee into your office or meeting room and provide them with a token of your appreciation, before they return to their desk and keep on working. There's nothing wrong with this approach, it just doesn't offer much transparency or help build your company culture.

**Ultimately, culture comes from the community**, so you need to give your staff ways to openly communicate and feel 'part of'. In doing this, you also give yourself a way to improve employee recognition.



## TIPS



### NO.9

**Create a communal space** such as a business social network or an intranet.



### NO.10

**Use the platform** to publicise employee rewards and recognition to the entire workforce.



### NO.11

**Allow employees to give 'shout-outs'** and recognition to their colleagues.



### NO.12

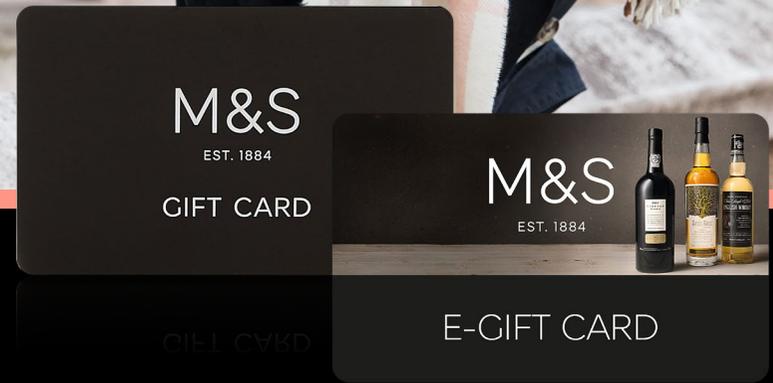
**Post company updates** and announcements to further create a sense of community.



# M&S Corporate Gift Cards

At **M&S Corporate Gifts**, we make employee recognition and rewards easier than ever. Our gift cards and e-gift cards enable you to offer your employees opportunities such as delicious family dinners, a fancy new outfit, or even an award-winning bottle of wine to share with

a loved one. Delivered free to your corporate address, our **gift cards can be spent in over 730 stores** and can even be topped-up remotely. So, show your employees you truly care about them by enabling them to buy the gift they really want – from one of the high street's best-known brands.



To find out more about **M&S Corporate Gifts**, contact

**0330 058 0734**

or email

**amelia.fidling@mands-corporategifts.co.uk**

i. <https://www.forbes.com/sites/davidsturt/2018/03/08/10-shocking-workplace-stats-you-need-to-know/#67f0375af3af>

ii. <https://risepeople.com/blog/fascinating-workplace-wellness-statistics/>

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