

DSC-P STRATEGIC PLAN – GOAL 3

Goal 3: Empower a diverse workforce to pursue optimal work-life balance that fosters professional and personal growth, well-being, and organizational excellence. Champion: Kerri Cahill								
Objective 5: Enhance opportunities for employee recognition in all roles that emphasize successes through the year.								
Actions Dashboard	FY2017				FY2018			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<p>Action 1: Define employee recognition and understand why it is important</p> <p>Champion: Aleks Pitt</p>	<p>HR Council Definition of employee recognition: The acknowledgement of an individual or team's behavior, effort, and accomplishments that support the organization's goals and values.</p> <p>Recognition is not "one size fits all." Thought needs to go into what would be appreciated by the person being recognized.</p> <p>Employee recognition is important because it:</p> <ul style="list-style-type: none"> • Lets employees know that their work is valued and appreciated • Gives employees a sense of ownership and belonging in their place of work • Improves morale • Enhances loyalty • Helps build a supportive work environment • Increases employee motivation • Improves employee retention 	<p>Working group attends virtual training on appreciation, group identified 5 Languages of Appreciation training by Gary Chapman and Paul White.</p>						

Color Legend	
Red	Initiating
Yellow	In Progress / Ongoing
Green	Complete

<p>Action 2: Enhance opportunities for employee recognition</p> <p>Champion: Aleks Pitt</p>		<p>Management team</p> <ul style="list-style-type: none"> • Discusses preferred appreciation during mid-year evaluation • Summarizes information obtained from mid-year evaluations 	<p>Working group:</p> <ul style="list-style-type: none"> • Meets and brainstorms ideas for employee recognition • Conducts multiple choice survey about importance and new ideas for employee recognition • Present options at division meeting 	<p>Working group:</p> <ul style="list-style-type: none"> • Builds and deploys "idea box" to receive feedback on new ideas • Review feedback and survey • Refine options based on division feedback and survey results • Put forwards path for employee recognition in the division 				
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