5 WAYS TO REWARD, RECOGNISE & REMUNERATE WITH IMPACT

1. PAY FAIRLY BUT DON'T LET THAT BE THE END OF THE STORY

Competitive pay helps attract talent, but it's not what inspires people to stay and thrive. Fair remuneration is the baseline. What makes the difference is how leaders support growth, wellbeing, and purpose at work.

- Benchmark salaries regularly and ensure transparency around how pay decisions are made.
- Provide meaningful non-financial benefits such as flexibility, learning opportunities, or wellbeing initiatives.
- Keep the conversation open, compensation shouldn't be a mystery.

Insight: Fair pay gets people through the door. A great culture keeps them there.

2. CELEBRATE PROGRESS, NOT JUST BIG WINS

Recognition should be frequent and in real-time. When people feel their day-to-day contributions are seen and appreciated, motivation and performance improve significantly.

- Acknowledge effort and behaviour, not just outcomes.
- Use regular team check-ins or informal chats to highlight small wins.
- Make feedback part of your rhythm, not just a formality during performance reviews.

Insight: High-performing cultures are built on consistency, not just celebration at milestones.

3. LINK RECOGNITION TO VALUES AND PURPOSE

Recognition is more powerful when it reinforces what matters. When people see that their work directly contributes to the bigger picture, it deepens meaning and ownership.

- Be specific: Name the value or behaviour someone demonstrated.
- Use team meetings to spotlight actions that reflect the organisation's purpose.
- Share real examples of how everyday actions are driving broader impact.

Insight: What gets recognised gets repeated. Connect praise to purpose.

4. PERSONALISE THE WAY YOU RECOGNISE

People experience recognition differently. For one person, it's public praise; for another, it's a private conversation or a handwritten note. Effective leaders ask and adapt.

- Ask your team members what kind of recognition feels meaningful to them.
- Keep track of individual preferences and use them intentionally.
- Blend formal and informal approaches to create impact.

Insight: Recognition lands best when it feels authentic and personal.

5. MAKE RECOGNITION A DAILY HABIT, NOT A QUARTERLY EVENT

Embedding recognition into your team's everyday rhythm builds connection, motivation and a culture of continuous improvement.

- Start team meetings with a quick round of appreciation.
- Create a "shout-out" channel or encourage informal peer-to-peer recognition.
- Use short weekly reflections to reflect on wins and acknowledge contributions.

Insight: Recognition should feel natural, frequent, and woven into the way your team works together.

Reward, recognition and remuneration send a powerful message about what your organisation values. When leaders go beyond the basics and focus on real, regular, and purposeful recognition, they unlock higher engagement, stronger performance and greater retention.

Small, consistent changes make a big impact. Start where you are, and build from there