



# performance

**RECOGNITION PROGRAMS**



**RECOGNIZE PERFORMANCE → REWARD COMMITMENT → CONNECT RESULTS**



### What Managers Can Do

- Let your people know what you are measuring
- Connect what's measured with your organization's values and mission
- Be consistent and guarantee fairness

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# why **ADD PERFORMANCE?**

## **MORE FEEDBACK, MORE OFTEN**

A recent study revealed that most employees want more feedback, more often. Employees indicated their desire for much more than the once a year 'performance review' that many organizations rely on today.

## **MORE ACCURATE FEEDBACK**

According to a recent SHRM study, only 61% of managers, senior leaders and employees believe that annual performance reviews are an accurate appraisal of an employee's work. 44% do not think employees are rewarded according to job performance.

## **MORE EMPLOYEE COMMITMENT**

One sample criteria for measuring employee engagement levels is related to how employees rate the recognition and the positive feedback they receive regularly for their contributions to the organization. The more often employees receive feedback in the form of recognition, the stronger their engagement and corresponding commitment.

## **MORE MANAGEMENT ACCOUNTABILITY**

According to recent reports organizations that integrate workforce and performance metrics into management systems are nearly three times as likely to achieve best-in-class performance results as compared to those who don't. By establishing manager accountability, organizations can empower managers to drive growth and have a positive impact on their workforce.

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**C.A. SHORT**  
*people are everything*



“How does an engaged workforce generate valuable business results for an organization? The process starts with employer practices such as job and task design, recruitment, selection, training, compensation, performance management and career development. Such practices affect employees’ level of engagement as well as job performance. Performance and engagement then interact to produce business results.” – Source: SHRM Foundation’s Effective Practice Guidelines, Employee Engagement and Commitment

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# THE 5 STEPS TO PEAK PERFORMANCE *measurement*

## **DEFINE GOALS**

Goals are measuring sticks; established to help set time frames, tap unrealized potential, assess progress and keep people moving on the right path to achieve maximum success.

## **COMMUNICATE CLEAR OBJECTIVES**

Clearly communicating your goals and objectives to the people who are going to help you achieve them is the key to success. Without your people, nothing is made, assembled, sold or serviced. When your people perform at their peak, your organization sees the results.

## **MEASURE ACHIEVEMENT**

Over time, activities can be measured to assess progress, evaluate results and recognize top performers.

## **RECOGNIZE OUTSTANDING ACHIEVEMENT**

People are motivated by rewards. An overwhelming 92% of employees indicate that they achieve their goals because of rewards and recognition.

## **REINFORCE IMPROVED PERFORMANCE**

Positive reinforcement and the ability to earn rewards will create buzz and excitement in the workplace and drive your employees to higher levels of performance and success.

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# OUR PERFORMANCE PROGRAMS

*reward results!*

**C.A.** Short performance programs can be designed to recognize one-time performance achievements/milestones, measure continuous improvement, or instantly recognize employees or customers for everything from goal attainment to birthdays.

**Accrual Programs:** Participants accumulate points or stamps that measure on-going continuous improvement, and can be scaled to measure and recognize much more.

**Milestone Programs:** Recognition programs that reward employees for one-time performance goal achievements. Recognize groups or individuals.

**On-The-Spot Programs:** Instantly recognize and reward employees, or customers, on-the-spot for behavior that aligns with corporate goals and objectives.

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# why C.A. SHORT?

## **MORE AWARD OPTIONS**

Program participants choose from an inventory of 3,000+ merchandise items - all ready for delivery within 7-10 days to their HOME or other assigned location.

## **MORE PROGRAM OPTIONS**

We offer catalog and online solutions featuring points, stamps, and milestone recognition.

## **MORE ADMINISTRATION OPTIONS**

Flexible administration gives you more control, dynamic reporting, and self-service options.

## **MORE CUSTOMER EXPERIENCE**

We have more than 70 years experience developing employee performance programs that deliver measurable results!

## **MORE CUSTOMER EXPERTISE**

We have implemented successful performance programs in industry verticals including manufacturing, construction, transportation, food processing, pharmaceuticals, and many more.

## **MORE CUSTOMER SERVICE**

We assign to your account an experienced, dedicated in-house Customer Service Representative who becomes familiar with you and the needs of your organization and the quality-of-service expectations you have set for us.

## **MORE BUDGET CONTROL**

We made controlling your budget simple with our *Guaranteed Budget Control Pricing*.

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Contact us and let a member of our professionally trained and experienced account management team participate and guide you in the design of your program.

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