

Dr. Bob Nelson's Sample Presentations

Developing a Culture of Recognition

Bob Nelson, Ph.D., author of the million-copy+ bestseller, *1001 Ways to Reward Employees*, will expand your thinking of what recognition means and how you can better and more frequently recognize those you work with even with little or no budget. With the increasing stress and change in today's workplace, shifting employee values and expectations and the impact of technology, employee recognition is more than just being nice to employees, but rather represents the single most validated principle for driving desired behavior and performance in today's constantly changing, fast-paced, technology-dependent work environments. Dr. Nelson will draw from his most recent book, *The 1001 Rewards & Recognition Fieldbook*, his doctoral work and his experience in working with over 800 organizations on the topic of rewards & recognition for this session and focus on six dimensions necessary for recognition to become an ongoing part of any organizational culture: Link to Performance & Results, Manager Beliefs, Manager Practices, Manager Passion, Organizational Support, and Organizational Context.. Attendees will gain a greater awareness of the topic of recognition and specific ideas and techniques they can apply to better leverage and systematically build a culture of recognition where they work today.

Motivating Today's Employees

The Number One reason why employees leave their jobs today is that they don't receive praise or recognition for the work they've done well. Most managers think their employees are only motivated by money even though employees themselves typically report other items as being more significant in their job such as: appreciation for doing a good job, open communication, involvement in decision making and so forth. This session overviews what motivates today's workers and how any manager can get their employees coming to work, giving their best effort and saying things like: "Thank God it's Monday!" Particular focus is given to low-cost, innovative recognition and rewards that have successfully worked in companies across the country. Overviews trends in business today which has had a significant impact on the importance of employee recognition and rewards today, research about what best motivates today's employees and how any manager can harness the power of positive reinforcement in achieving daily gains in desired behavior and improved performance. Numerous examples provide audience members with ideas and techniques they can readily apply.

1001 Ways to Energize your Employees

Every employee has the potential to be great. Bob Nelson, author of *1001 Ways to Energize Employees*, reveals the secrets for taking the breaks off your organization and unleashing the potential within every employee. Bob will explain how today's companies are obtaining a competitive advantage through its employees by focusing on five key areas that help increase motivation that is inherent in the work itself: interesting & important work, information &

communication, independence/autonomy & flexibility, growth & learning, and employee involvement. Every organization needs to tap into the potential of each of its employees in order to succeed today. Doing so will help not only to minimize turnover, and positively impact the bottom line, but will move the organization closer to being an "employer of choice."

Taking Initiative: The Power Within

Every employee has the potential to be great. Bob reveals the secrets for taking the breaks off your organization and unleashing the potential within every employee. In this workshop, Bob Nelson, author of *1001 Ways to Take Initiative at Work* and *Please Don't Just Do What I Tell You: Do What Needs to Be Done!* will discuss strategies for change and how you can make a difference in your sphere of influence back in your organization. Bob will discuss how you can "manage up" and sell your ideas above you in the organization and predict and overcome obstacles that are likely to get in your way. He will focus on the small things that you can do to start to make a BIG difference in your workplace as well as strategies for "keeping your commitment to your commitment" once you are back at work. You will leave this session with a practical plan and techniques for immediate implementation back on your job. Bob shows how today's companies can obtain a competitive advantage through its employees by focusing on five keys to its ROP (Return on People).

Recognition Awards Ceremony Keynote

Provides the perfect context for kicking off a new recognition program or celebrating the success of an existing program in your business. Let Bob help provide a context for your next sales banquet or company celebration that extends its impact and charges the event with excitement. Can also be adapted for school, social and community groups and award ceremonies.

All programs can be adapted to any industry and level of the organization.