Employee Recognition and Rewards
SkillSoft Online Resources

Whether you have 5 minutes or 5 hours, there are online courses, videos, reference material and books that are available to you online 24 hours a day on SkillSoft, the CU learning management system. CU is committed to continuous learning and professional development for all faculty, staff and student employees.

Important Note: You must have Java enabled on your browser to launch SkillSoft courses and videos.

Quick Learning Options

Short on time for learning? Try out these SkillSoft resources for quick information.

Video QuickTalks: Watch a short video.

- *Keep Up The Good Work: Motivating Employees,* Matt Leatherman. This seminar demonstrates a leader applying the program's principles by way of employee recognition and includes motivational principles from today's leadership experts, including Peter Drucker, John Kotter, and others. Participant Guide is included. Duration: 12 minutes.
- *The Success of "Mark in Action" Awards.* John Neill. Employee recognition, as John Neill explains, creates a dedicated, world-class staff. Unipart's Mark in Action awards have inspired a culture of caring about customer service. Duration: 4 minutes.
- *Tapping Into Intrinsic Motivation.* Stephen D. Harding. Extrinsic rewards such as pay and benefits can motivate people for a short while. But over the long haul, it is the intrinsic motivators such as recognition, learning opportunities, and career growth that keep employees engaged, growing, and productive. Duration: 2 minutes.
- *Generation Why:* Motivating Generation Why. Eric Chester. The four P's of Recognition and Reward. What is rewarded is repeated; what is ignored is not. Make recognitions and rewards personal, proportional, prompt, and public. Duration: 18 minutes.

Business Exploration Series: Provides scenario-based learning, with real-world situations.

Prioritizing Rewards and Recognition in Call Centers. This Business Impact examines what makes a rewards and recognition programs effective and identifies incentives that can help call centers minimize turnover. Duration: 5 minutes. [ID: _pc_bi_ctbi011]

SkillSoft printable resources: summaries, key points, and checklists.

SkillBriefs:	Job Aids:
• Rewarding Performance • Four Types of Employee Recognition • Providing Recognition and Rewards • Recognizing and Empowering Top Performers • Limits and Benefits of Reward Systems	• Motivating Employees to be Customer Advocates • Tactics for Encouraging Intrinsic Motivation • Types of Reward and Recognition for Teams

SkillSoft Courses

Reviewing and Rewarding Performance. This course outlines some principles for developing effective rewards and presents a technique you can use to link compensation to different levels of performance. Duration: 1 hour. [ID: mgmt_37_a03_bs_enus]

The Benefits and Challenges of Engaging Employees. Creating an engaged and motivated workforce can help make an organization more innovative, productive, and profitable. Explore employee motivation and commitment challenges and examine how employee engagement links to organizational strategy. Duration: 1 hour. [ID: lead_06_a01_bs.enus]

🖥️ *Leading Teams: Developing The Team and its Culture*. This course provides some key strategies used to build a cohesive team culture by encouraging social interactions, establishing team member competencies, and addresses using reward and recognition to develop your team. Duration: 1 hour. [ID: team_03_a03_bs_enus]

🖥️ *Strategic Approaches to Total Rewards.* This course looks at how the total rewards system is becoming more popular and assesses how organizations need to revisit their compensation and benefits program to better fit their strategic goals and objectives.. Duration: 2.5 hours. [ID: hr_04_a05_by_enus]

Books24x7 Library

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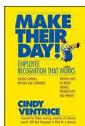
Make Their Day! Employee Recognition that Works, Proven Ways to Boost Morale, Productivity, and Profits, Second Edition, Revised and Expanded. by Cindy Ventrice. Berrett-Koehler Publishers, Copyright Cindy Ventrice © 2009. This book reveals what employers and employees should expect from recognition and what managers can do to give morale and productivity a genuine, lasting boost.
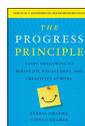
The Progress Principle: Using Small Wins to Ignite Joy, Engagement, and Creativity at Work. By Teresa Amabile and Steven Kramer. Harvard Business Press © 2011. This enlightening book equips aspiring and seasoned leaders alike with the insights they need to maximize their employees' performance. Relevant here are the Four Major Nourishers and how they lead to progress for employees and organizations.
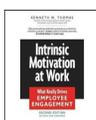
Intrinsic Motivation at Work: What Really Drives Employee Engagement. By Kenneth W. Thomas. Berrett-Koehler Publishers © 2009. By identifying four intrinsic rewards and explaining exactly how and why they build engagement, this book provides a much clearer understanding of what employee engagement is, what powers it, and what you can do to create and support it

A Handbook of Employee Reward Management and Practice, 2nd Edition. By Michael Armstrong. Kogan Page © 2007. This practical book is designed to provide guidance on the approaches that can be adopted in developing and managing reward strategies, policies and processes.

151 Quick Ideas to Recognize and Reward Employees. By Ken Lloyd. Career Press © 2007. Offering you a full menu of recognition and reward strategies, this practical guide comes with detailed descriptions of the most popular ideas in business, plus others that are destined to become classics.
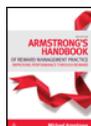
Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward, 3rd Edition. By Michael Armstrong. Kogan Page © 2010. This book provides a theoretical and comprehensive guide to understanding, developing, and implementing effective rewards.

Visit the **Employee Learning and Development** website for additional resources at: http://www.cu.edu/eld
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- Select **TRAINING**, then select **Start SkillSoft** (SkillSoft will open in a separate window.

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