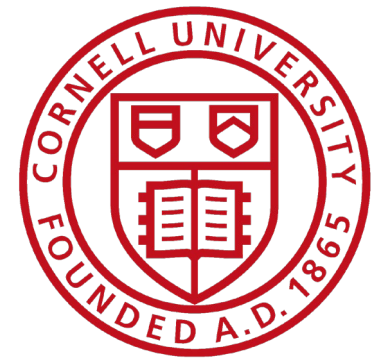




People Leaders Forum



Agenda

- Opening
- Announcements
- Special Guest: Ryan Jenkins, author of “Connectable: How Leaders Can Move Teams From Isolated to All In”
- Questions & Comments

What we've learned about Employee Connections: Current Employees

The 2022 Employee Survey showed:



- Nearly **50%** of employees indicated that loneliness/isolation was a source of stress in their lives.
- These employees were **9%** less likely to report still seeing themselves at Cornell 1 year from now than those who indicated loneliness was not at all a stressor.

What we've learned about Employee Connections: New Hires



New hires tracked over 5 years were:

- **30%** more likely to still be at Cornell if they “knew someone well” at Cornell prior to joining.
- **25%** more likely to still be at Cornell if someone explained how their position aligns with Cornell’s Mission.

What we've learned about Employee Connections: Exiting Employees



Exiting staff who indicated loneliness was a factor in their decision to leave Cornell were:

- **45%** less likely to agree they would consider returning to Cornell if another attractive opportunity was presented.
- Yet **8%** more satisfied with the position they left.

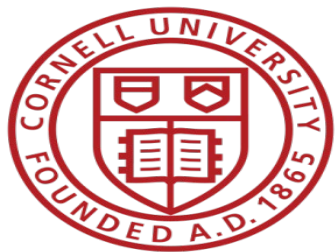
What we've learned about Employee Connections: Recognition Matters



Recognition helps create a sense of connection:

- Employees who received an Awardco recognition were significantly more likely to indicate they felt valued and like they belonged in their unit.*

*2019 study of employees in a Cornell unit Number of respondents of those who received at least one performance recognition through the Awardco system ranged between 87-92 and the number of individuals who did not ranged from 192-197, depending on the survey item. Significance was determined using a t-test comparing means differences with significance at $p < .05$.



Cornell Staff Recognition Awardco Appreciation Portal



Overview

Celebrating staff excellence by recognizing efforts and accomplishments throughout the year is vital to creating an engaged and productive workforce.



Value of real-time recognition

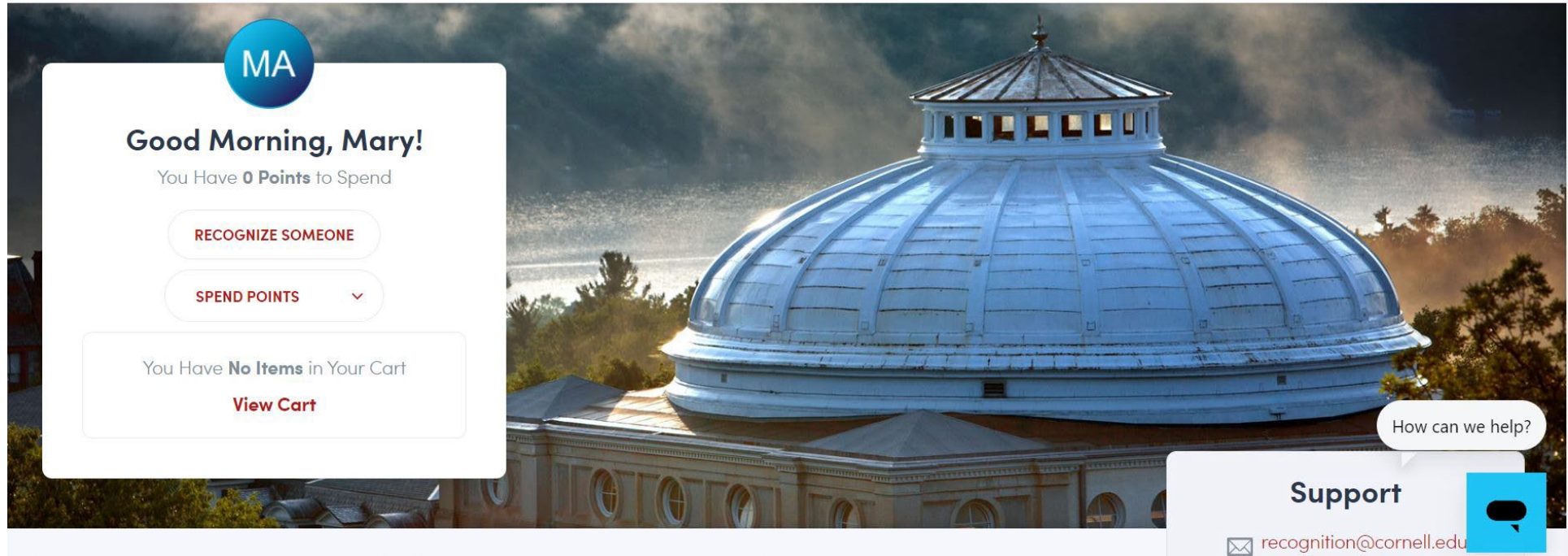
- Ongoing engagement between employees and their peers and people leaders
- Enhanced employee experience
- Boost morale and retention through low- and no- cost options

Types of Recognition

- **Spot Recognition**
 - Say thank you to a colleague or congratulate a member of your team for a successful project
 - Tagged to skills for success - #integrity, #inclusion, #vision, #communication, #initiative, #judgment, #growth
 - Monetary or Non-Monetary
 - Temporary employees eligible for non-monetary recognitions only
- **Life's Celebrations**
 - Take a moment to celebrate with a colleague or friend on a life event
- **Birthday**
 - Wish a friend, colleague, or coworker a happy birthday
- **Sustainability Champions**
 - Recognize a champion who demonstrates sustainability leadership with actions big or small
- **Additional specialized programs to come!**

Appreciation Portal Home Page

HOME FEED RECOGNIZE SPEND POINTS




MA

Good Morning, Mary!

You Have **0 Points** to Spend

[RECOGNIZE SOMEONE](#)



[SPEND POINTS](#) 

You Have **No Items** in Your Cart

[View Cart](#)

How can we help?

Support

 recognition@cornell.edu 

How to Recognize

Recognize

WHO WHAT DETAILS

Who do you want to recognize?

Search

NEXT

Recognize

WHO WHAT DETAILS

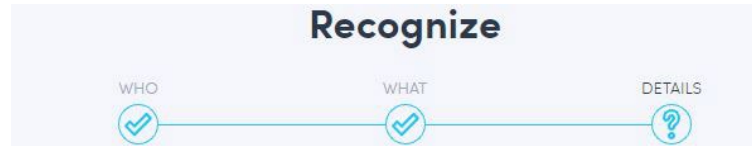
For which program?

You can recognize the person selected for the following programs:

- Spot Recognition**
Say "Thank You" to a colleague or congratulate a member of your team on a successful project!
- Life's Celebrations**
Celebrate your colleague on a memorable event!
- Birthday**
Wish a colleague a happy birthday!
- Sustainability Champions**
Recognize a champion who demonstrates sustainability leadership with actions big or small.
- Excellence Awards Recognition**
Recognizing awardees from the President's Awards for Employee Excellence.

How to Recognize

People Leader



Spot Recognition

Say "Thank You" to a colleague or congratulate a member of your team on a successful project!

Reason for recognition

Add comment

Skills for Success and Core Values

#Communication
 #Growth
 #Inclusion
 #Initiative
 #Integrity
 #Judgment
 #Living-our-core-values
 #Vision

This recognition program awards

Non-Monetary
 10 Points
 15 Points
 20 Points
 25 Points
 50 Points
 75 Points

From the

Budget

BACK

RECOGNIZE

Individual Contributor



Spot Recognition

Say "Thank You" to a colleague or congratulate a member of your team on a successful project!

Reason for recognition

Add comment

Skills for Success and Core Values

#Communication
 #Growth
 #Inclusion
 #Initiative
 #Integrity
 #Judgment
 #Living-our-core-values
 #Vision

BACK

RECOGNIZE

Selection of points only visible for People Leaders

Recognition Feed & Email

HOME **FEED** RECOGNIZE SPEND POINTS

Recognition Feed

RECOGNITION

All
I've Given
I've Received

TAGS

All
#Buildings&Energy
#ClimateAction
#Collaboration
#Communication
#Congrats
#Consistency
#CultureOfCaring
#Diversity
#Empowerment
#Excellence

SEE MORE ▾



Hi Lauren,

You've been recognized!

Thanks for your continued support!

#judgment

Best Regards,
Cornell University Recognition

Hi Lauren,

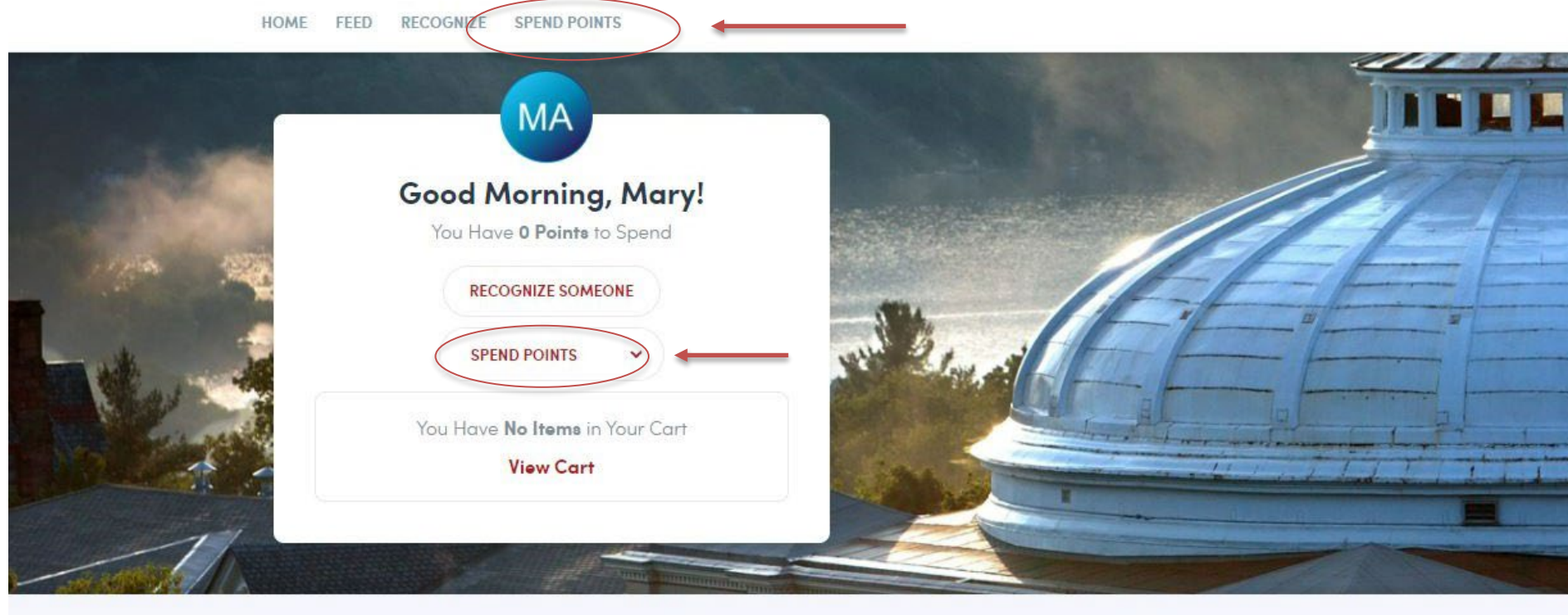
You've been awarded 10 Pts!

Kudos to you on your diligent attention to detail with our latest project!

#living-our-core-values

Best Regards,
Cornell University Recognition

Spending Points



Redemption Options:

The Cornell Store

- 10 to 75 point voucher options

Cornell CARE Fund (new!)


- 10 to 75 point donation options


Amazon

- All Amazon products, excluding third party vendors


Amazon Redemptions

All 1. Amazon 2. The Cornell Store 3. Emergency CARE Fund






1. Amazon
Available Pts: 133


Search 


Available Pts **133**

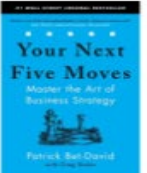
Items I can afford Off


Filters
No Filters Available

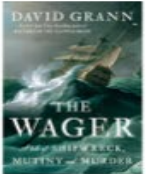

cookbooks



book

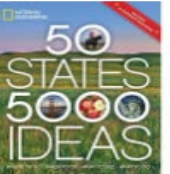

educational books


business books

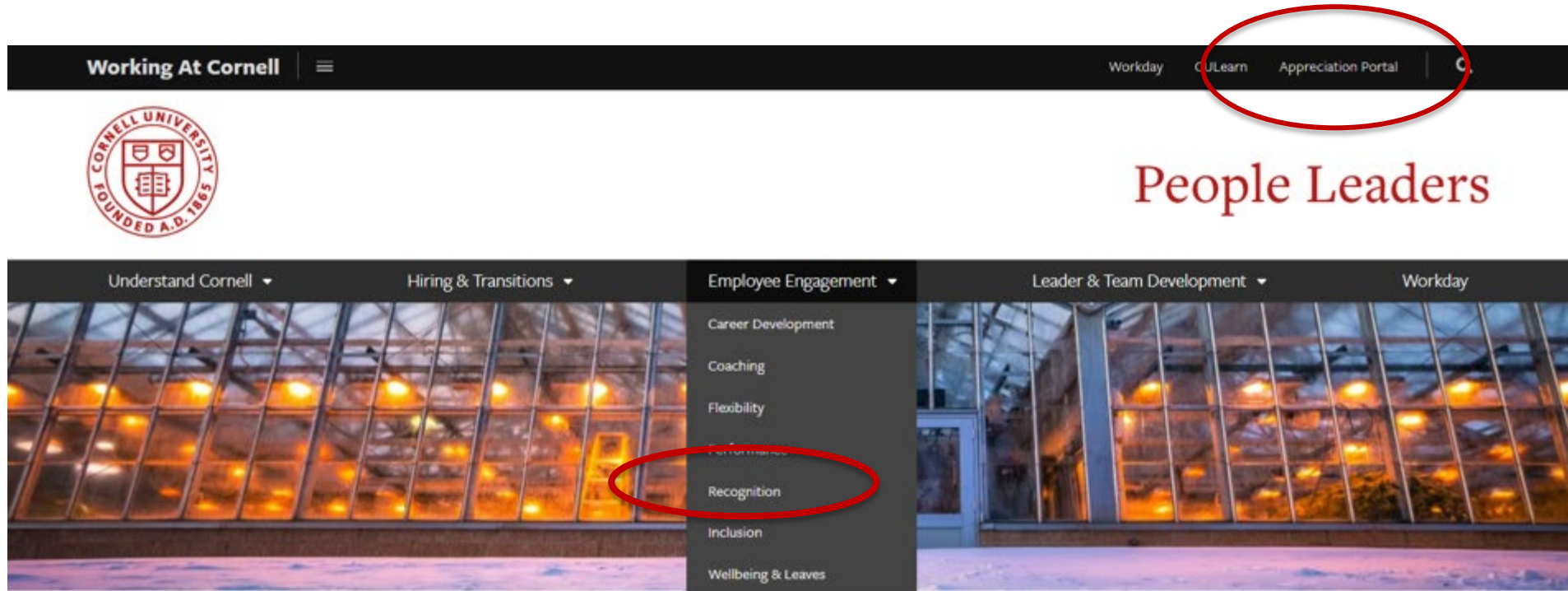








Human Resources Home Page



Welcome to the new People Leaders area!

<https://hr.cornell.edu/people-leaders/employee-engagement>

Take a look around the new, expanded content to support your efforts as a People Leader at Cornell:



Explore **CONNECTIONS**

[HR.CORNELL.EDU/CULTURE/COMMUNITY/CONNECT](https://hr.cornell.edu/culture/community/connect)

Colleague Network Groups

The university supports CNGs as a way for traditionally underrepresented populations, and their allies to find support and to inform our campus community and leadership's efforts to create and sustain a culture of inclusion and belonging for staff and faculty.

<https://hr.cornell.edu/culture/community/colleague-network-groups>

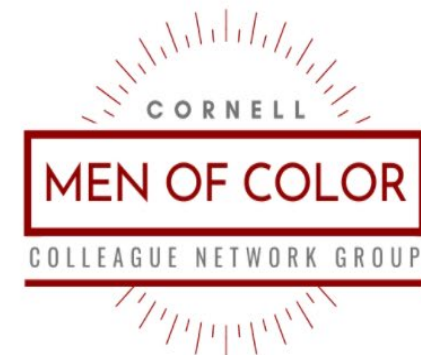
Disability CNG



LGBTQ+ CNG



Men of Color CNG



Veterans CNG



Women of Color CNG



Young Professionals CNG





CoWorkerCoffee.com provides a platform for employees to develop meaningful connections through monthly introductions and pre-selected icebreakers.

It allows employees to connect to the Cornell mission by:

- **Learning** about areas beyond their department/unit,
- **Discovering** new colleague connections, and
- **Fostering Engagement** with colleagues from across the university.

People are a significant part of our purpose. This is a great way to connect to that by introducing them to those upholding the mission daily across campus.

.The Greatest Good



Working at Cornell
WAGSSM
Workforce Affinity Groups

Workforce Affinity Groups (WAGs), are volunteer employee-run groups for faculty and staff based on shared interests, not identity.

A Cornell WAG is inclusive, improves an employee's ability to thrive, and increases our sense of belonging.

WAGs must enhance one or more of the seven dimensions of well-being and support our values.



Toolkit for People Leaders



Making Connections



The background features a repeating pattern of light gray question marks inside white speech bubbles, set against a light gray background. The speech bubbles are arranged in a staggered grid.

Questions?