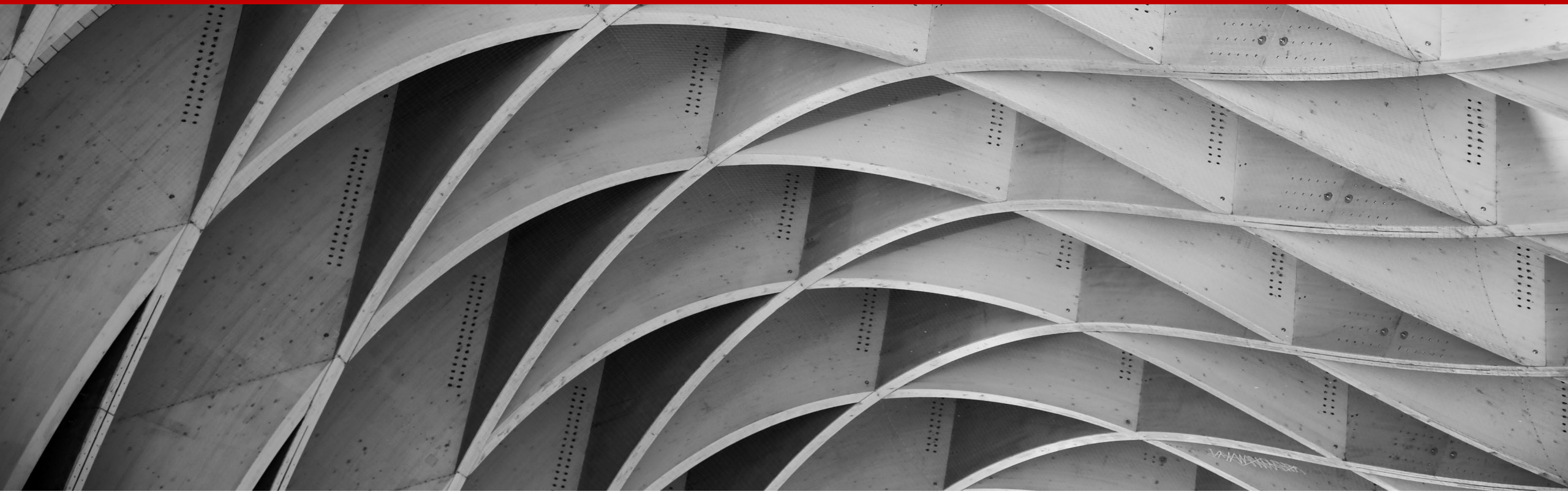


People Leaders Forum

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.

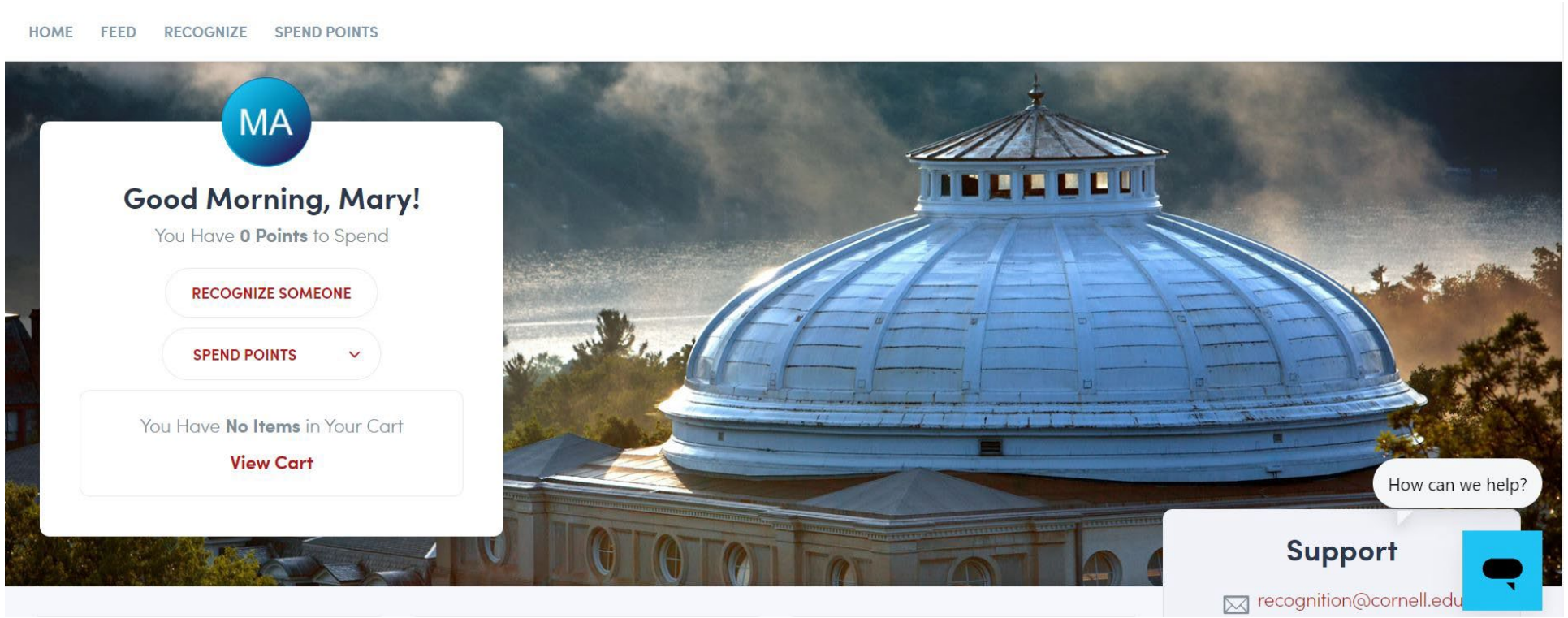
Value of real-time recognition

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

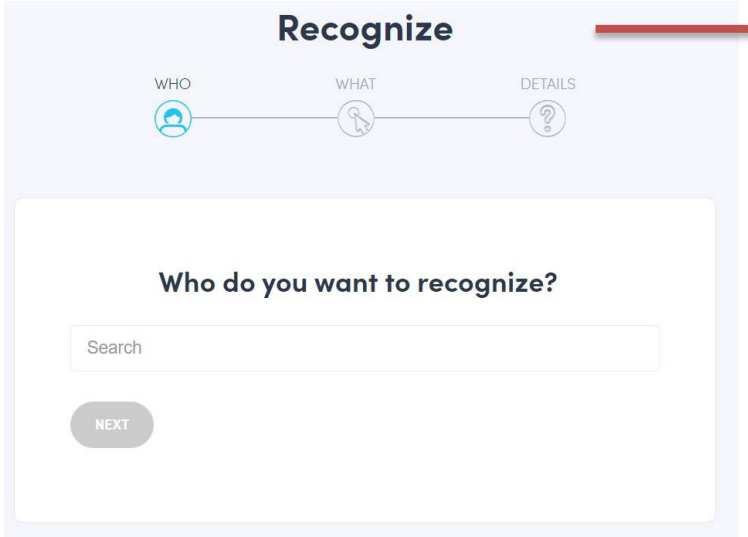
Types of Recognition

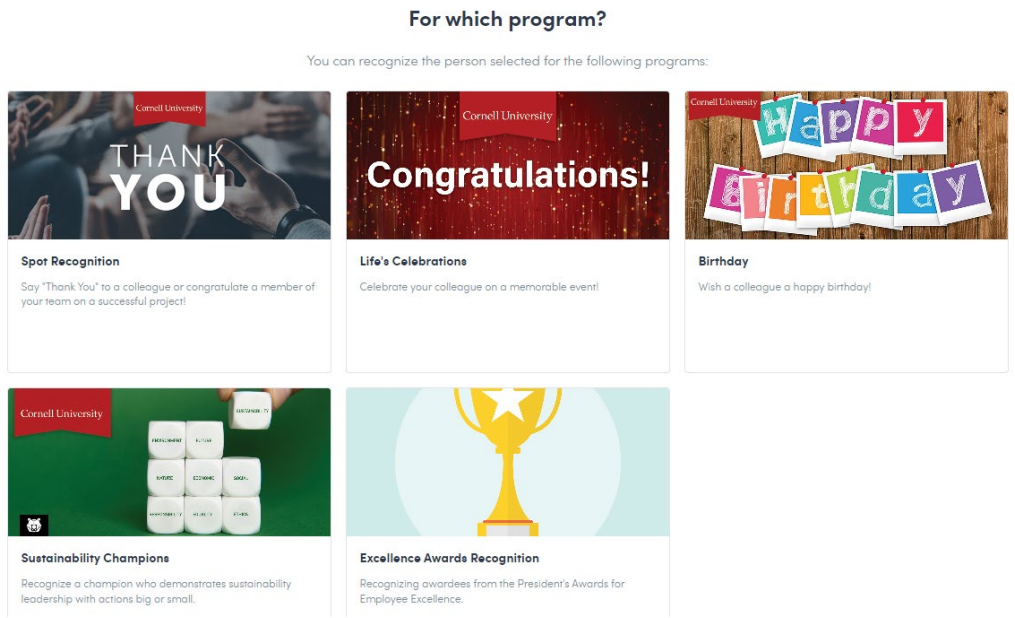
- **Spot Recognition**
  - Say thank you to a colleague or congratulate a member of your team for a successful project
  - Tagged to skills for success - #integrity, #inclusion, #vision, #communication, #initiative, #judgment, #growth
  - Monetary or Non-Monetary
    - Temporary employees eligible for 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



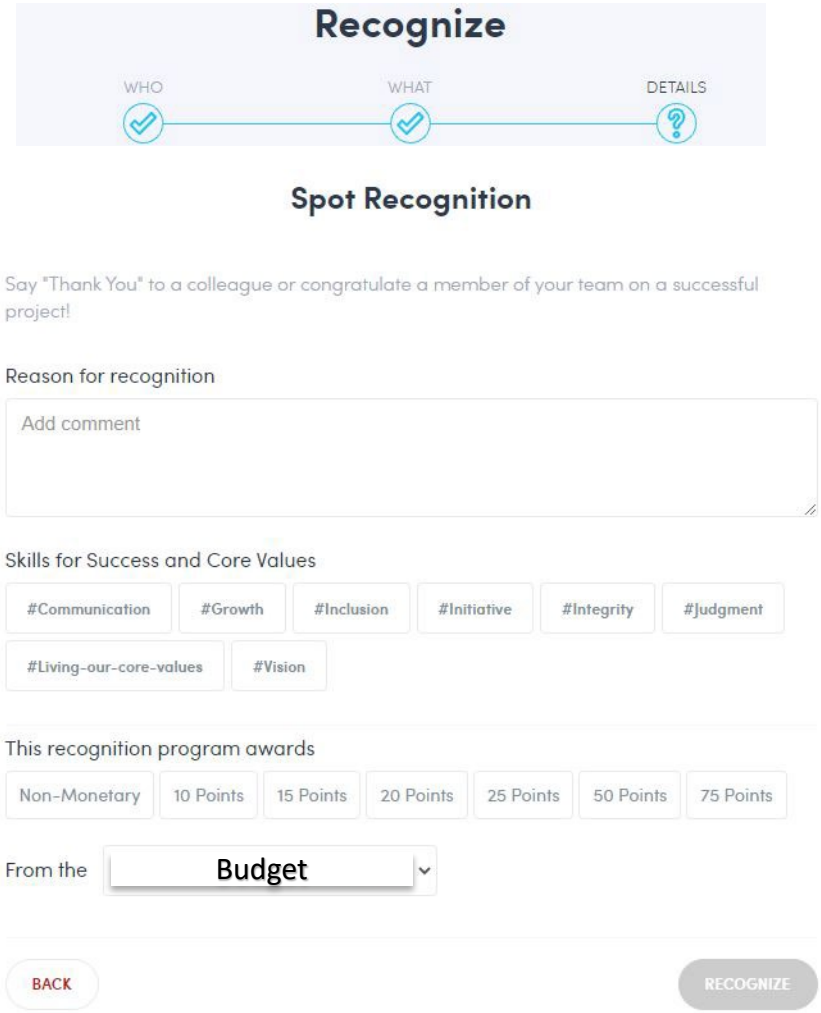
How to Recognize



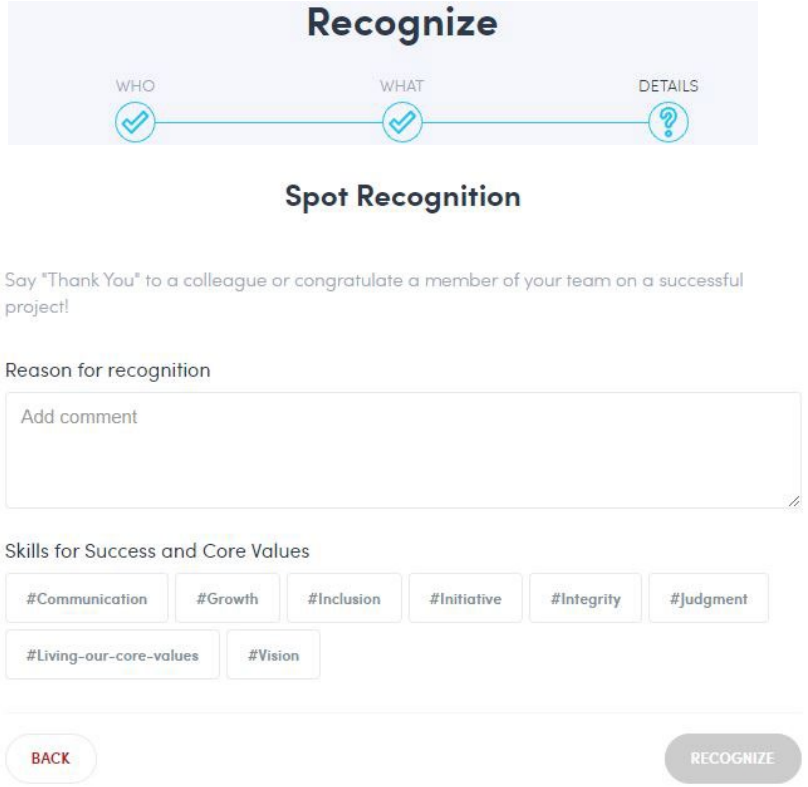


How to Recognize

People Leader



Individual Contributor



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,

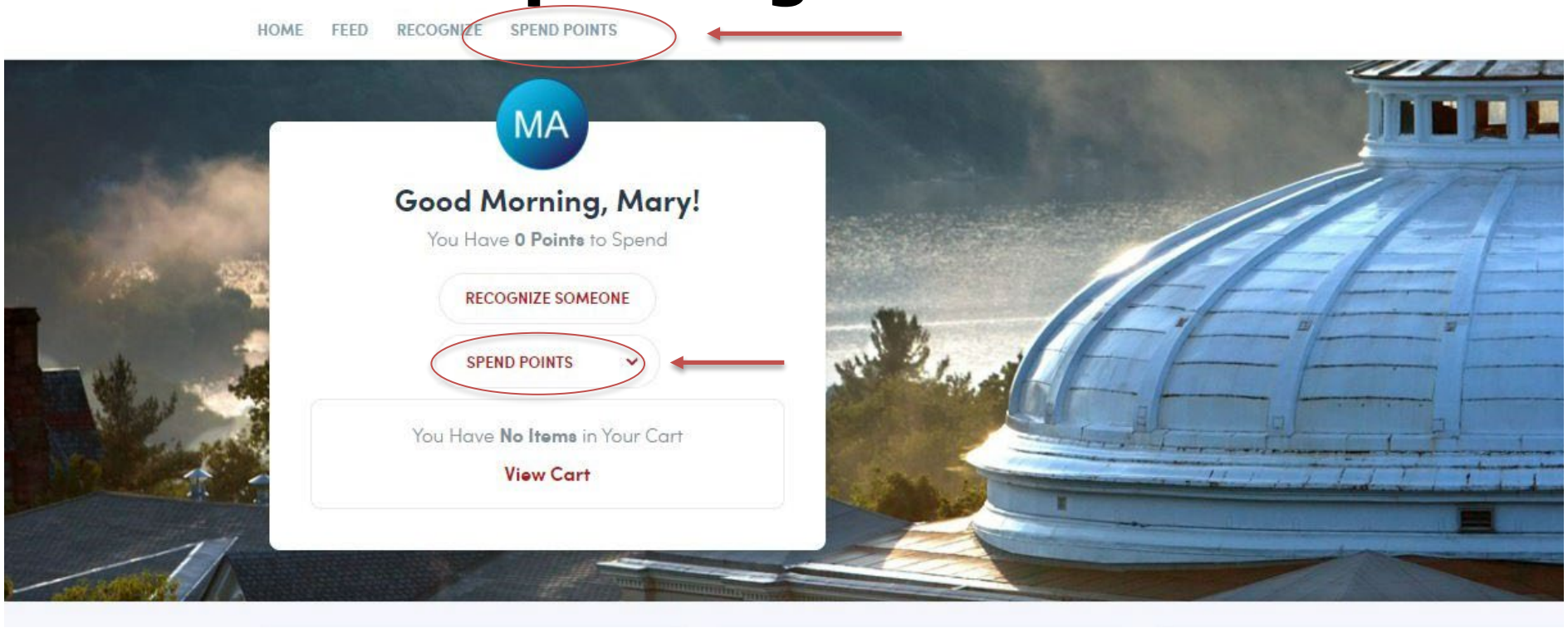
You've been awarded 10 Pts!

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

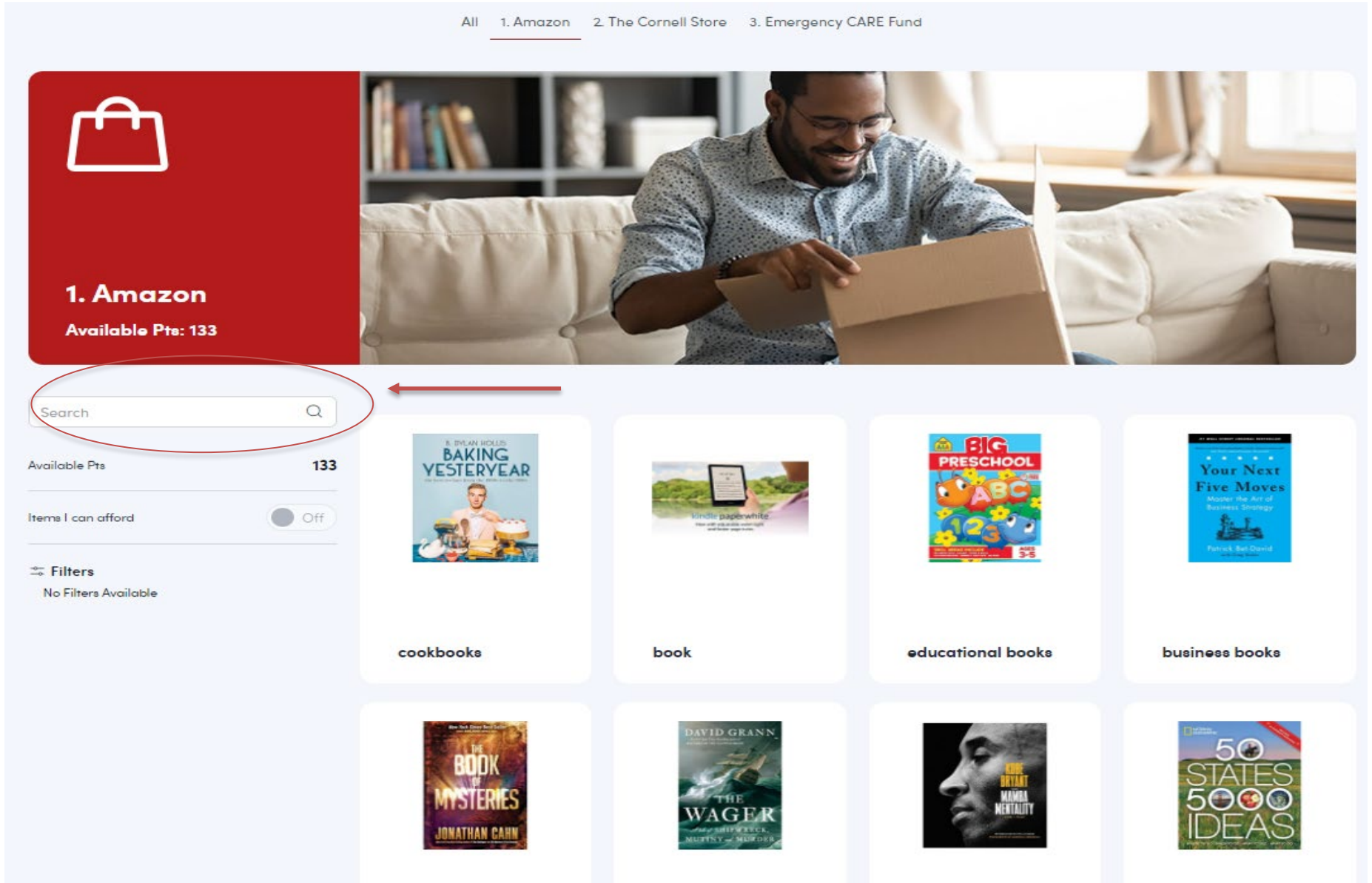
Cornell CARE Fund (new!)

- 10 to 75 point donation options

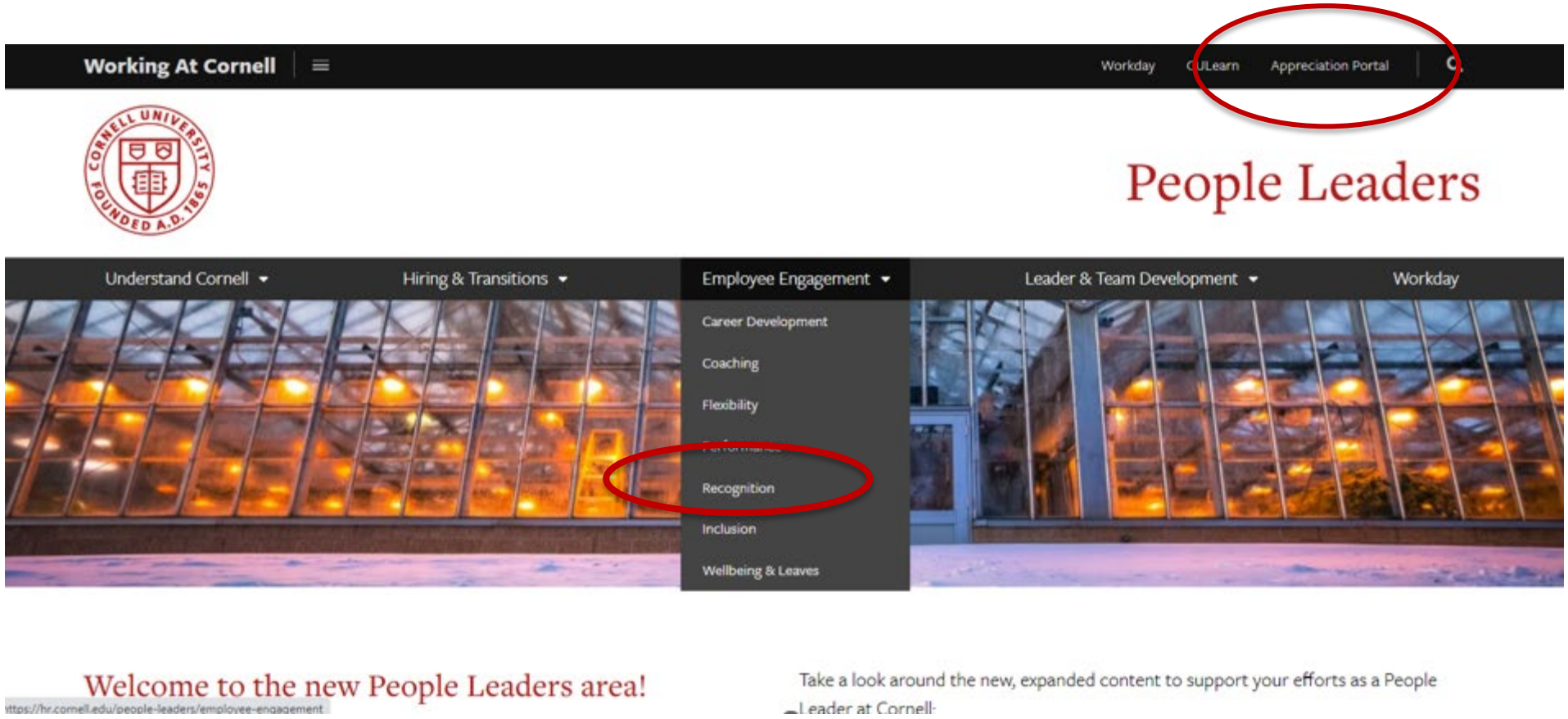
Amazon

- All Amazon products, excluding third party vendors

Amazon Redemptions



Human Resources Home Page



Explore
CONNECTIONS
HR.CORNELL.EDU/CULTURE/COMMUNITY/CONNECT

Colleague Network Groups

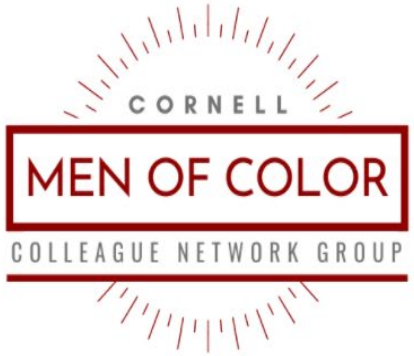
The university supports CNGs as a way for traditionally underrepresented populations, and their allies to find support and to inform our campus community and leadership's efforts to create and sustain a culture of inclusion and belonging for staff and faculty.

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

CORNELL CoworkerCoffee

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

WAGS

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

Working at Cornell
PEOPLE LEADERS TOOLKIT

Making Connections

Questions?