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.
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

For which program?
You can recognize the person selected for the following programs:

- **Thank You**: Say “Thank You” to a colleague or congratulate a member of your team on a successful project.
- **Congratulations**: Celebrate your colleague on a noteworthy event.
- **Birthday**: Wish a colleague a happy birthday.
- **Recognition**: Recognize a leader who demonstrates great leadership with either big or small.
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
- #Vision

This recognition program awards
- Non-Monetary: 10 Points
- Non-Monetary: 15 Points
- Non-Monetary: 20 Points
- Non-Monetary: 25 Points
- Non-Monetary: 50 Points
- Non-Monetary: 75 Points

From the __________ Budget

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
- #Vision

Selection of points only visible for People Leaders
Recognition Feed & Email

Hi Lauren,

You've been recognized!

Thanks for your continued support!

#Judgment

Best Regards,
Cornell University Recognition

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Hi Lauren,

You've been awarded 10 Pts!

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

#living-your-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

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Welcome to the new People Leaders area!

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