



Non Monetary Rewards Plan

Behaviours / Values:

Learning & Development:

Empowerment:

Feedback:

Fun:



Non Monetary Rewards Plan - Example

Behaviours / Values:

- Continuous Improvement Everyday! - Innovative new ways to do our jobs and service our customers
- First Class Customer Experience - An engaged and happy workforce

Learning & Development:

- Provide 10 study days per year (either personal or vocational)
- Embark on Vocational Qualifications
- Continuous Improvement coaching
- Train the Trainer for Leaders and emergent leaders
- Develop 5 local champions of change
- Training in Flexible Leadership and change

Empowerment:

- Develop every employee's skills: at least one skill development at any one time, per employee
- Use of the Situational Leadership Model for each leader
- Coaching and one-to-one mentoring with each employee
- Create a "Get Things Done" system – if you have an idea, go action it and keep us posted!

Feedback:

- Monthly Team of the Month
- Employee of the Month
- Monthly 1-2-1 reviews with every employee
- Implement a Performance Review System
- Improvement of the month award

Fun:

- Points system for receiving and rewarding each other
- Monthly social activity
- **Rewards:**
- Vouchers
- Lunch on us
- Early finish on Fridays