



# Recognizing Your Employees at the Holidays

by John Miko



Before you know it, the busy holiday season will be here. Have you taken any time to consider how you will recognize and thank your employees this year? A considerate, meaningful gift can go a long way; it can increase employee morale, help your team bond, and enhance their job satisfaction. And that doesn't mean you need to spend a lot of money—you just need to make sure what you give is considered thoughtful by your employees.

One of the most effective ways to ensure your holiday gift will be meaningful is to involve some of your key team members in the decision-making process. A committee with diverse opinions can discuss what would mean the most to your team, what is financially realistic, and how best to spend what you can afford. Encourage your employees to think creatively and challenge them to come up with ideas that will make an impact.

- A full course meal they can choose off your menu to take home and share with their families. It is a thoughtful way of sending a little piece of your establishment home with them for the holidays.
- An “employees only” party at your establishment or your home where they are treated to refreshments and can enjoy each other's company. This is especially effective with those employees whose job is to make sure your patrons feel pampered and special.
- An additional paid day off so your staff can enjoy private time with their families during the holidays.



## Some ideas for your team to consider:

- Donations made on behalf of everyone to an agreed-upon charity. The gift of giving sends a wonderful message during the holidays.
- Clothing with your establishment's logo to encourage a sense of team spirit. Make sure it is something made with quality and taste.

Items to avoid are cash or gift cards—these types of gifts are quickly used and forgotten. They don't send a lasting message. Whatever you do needs to have an impact and be remembered—keep in mind the holidays are the time to give thanks and show you care. Make a statement to remember this year.