

# Activity sheet seven: Decide

# Activity 2 - Recognise-Reward-Measure

Use these activities to analyse how effectively you leaders notice how you staff behave in line with your culture and values, and to plan what you need to do to make improvements

As a leadership team review all the ways in which you currently recognise, reward and measure how staff perform and demonstrate your culture, values and behaviours in their roles.

* Do the areas you focus on reinforce the behaviours you want to see from staff to ensure they are working towards achieving your vision and demonstrating your values?
* Are you rewarding any behaviours which are not in line with your culture?
(For example: Do you offer individual rewards when you want to create a culture of teamwork, or do you also celebrate and reward team achievements?)
* How do you measure success for different roles in your workplace? How do you communicate what staff are rewarded for to different staff?
* Are your measures of success creating the culture you want to see by measuring the things that really matter? (For example: Do you measure the amount of time spent with people or the quality of the time spent and the care given?)

Use this to identify any areas to improve or change in the way you recognise, reward and measure performance and staff behaviour in line with your culture.