



CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | DECEMBER 2019

RECOGNITION & CELEBRATION

Developing a Culture of Appreciation

December is a great time to celebrate the year overall and reflect on the accomplishments that were made, goals that were achieved, and milestones that were met. For December, we have provided you with a variety of resources revolved around recognition and celebration to help you develop a culture of appreciation.

From Chemistry Consulting Group, we wish you and your organization a fantastic holiday season!



Employee Recognition - During the Holidays and Year-Round

by Ally Smit

Although holiday parties and gifts are fun and provide employees with an opportunity to de-stress, this should not be the only demonstration of appreciation that you use. So how can you provide effective recognition throughout the year?

[Read more here ...](#)

The S.M.A.R.T. Approach to Employee Recognition in the Workplace

by PeopleTalk

Over the past three years, we've worked with psychologists and experienced people-first leaders to define a "S.M.A.R.T." approach to employee recognition.

[Read more here ...](#)





Nine Ways to Reward Your Remote Team Members

by HR Zone

Although teamwork online can be challenging at times, the benefits of having a remote team cannot be denied. It's time we changed the way we think about staff benefits to incorporate remote workers.

[Read more here ...](#)



Top Mistakes in Staff Recognition Programs

by Human Resources Director

The best recognition experiences are not transactional. There is a personal, human element to it. The experience of receiving recognition matters, so be sure your leaders are trained in celebrating accomplishments the right way.

[Read more here ...](#)



37 Employee Appreciation Ideas Your Staff Will Love

by When I Work Blog

What if we told you we knew a secret weapon to reducing employee turnover? A study by CareerBuilder found that 50% of employees would stay if they were tangibly recognized.

[Read more here ...](#)

We Want to Hear from You!

Let us know how we can improve and provide you with the HR content you need! Please click the link below to complete our quick survey.

Complete the survey by **Friday, December 20th** to be entered in a draw to win a **\$50 gift card for Starbucks!**



Quotes on Recognition & Celebration

I have always believed that the way you treat your employees is the way they will treat your customers, and that people flourish when they are praised.

Sir Richard Branson, founder of Virgin Group



Take time to appreciate employees and they will reciprocate in a thousand ways.

Dr. Bob Nelson, Author

Mary Kay knew that when you put people first and then surround them with processes and disciplines that recognize their efforts, performance will soar.

David C. Novak, founder and CEO of oGoLead



HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, November 2019](#)

	Sep-19	Oct-19	Nov-19
VICTORIA	3.2%	3.2%	3.5%
VANCOUVER	4.6%	5.0%	4.9%
BC	4.8%	4.7%	5.0%
CALGARY	7.1%	7.2%	6.9%
ALBERTA	6.6%	6.7%	7.2%
CANADA	5.5%	5.5%	5.9%

HR in the News

[Tech hubs in smaller cities gain traction as companies hunt for labour](#)

CBC, 26 Nov 2019

[As vaping replacing tobacco BC proposes new legislation](#)

Fasken, 4 Dec 2019

[BC economy sheds 18,200 jobs in November](#)

Business in Vancouver, 6 Dec 2019

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