

12

ways to let your employees know how much they're appreciated this Christmas

We know it's hard to come up with fresh ideas on how to interact with your employees at Christmas each and every year. That's why we've put our heads together to create this list - engaging with your people is even more important after the tough year we've had.

Heartfelt thank-yous #1

Have you really taken the time to say thank you this year?



There's no doubt that 2020 has been a challenging year. This makes it even more important that we recognise and value our people. If you have the time and resource, hand-written cards or thank you notes to end the year will really make an impression on your employees. Encourage managers to do this with their teams where possible.

#2 Celebrate via video

Christmas is a fantastic opportunity to break down some of the barriers between your employees and senior leaders.

You could achieve this by getting your leaders to record a video, thanking all the workers for their hard work and, if possible, pointing out examples of those who have gone above and beyond.

Top tip - Encourage them to dress-down and wear a Christmas hat to change the way your people perceive leaders.



#3 Christmas pet competition

With lots of us working from home, there's no better time to kick-off a photo competition.

People love to be able to show-off their prized pets, particularly when they've gone all out to dress them up for Christmas. Running a competition with a small prize for the best Christmas pet can be a small effort but will put a big smile of lots of people's faces.



Christmas party 2020-style #4

What could you do to replace the normal Christmas party?

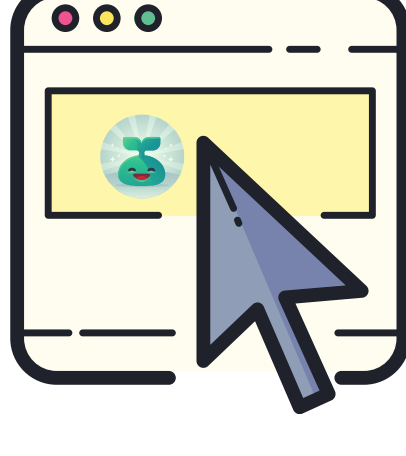


Whilst many will be opting for a get-together over Teams (probably with a glass of bubbly) there are some out-of-the-box alternatives. Why not distribute a list of ingredients and get a local chef to run a virtual cookery session? Other ideas include wine tastings, Christmas craft sessions or stand-up comedy.

#5 Hide and seek game

Not quite the same as when you were young, but still fun.

To drive engagement to any of your internal comms platforms (e.g intranets or recognition platforms) why not hide a special Christmas icon somewhere? Get your IT expert to see if they can hide an image of a Christmas cracker, a brussel sprout or a little turkey and the first person to find it wins a small prize.



Christmas jumper competition #6

A seasonal favourite that shouldn't be missed out!



It's not Christmas until people start dusting off their special jumpers and this year should be no different. Run a competition and ask people to submit a photo of themselves in their seasonal best. Perhaps get a senior leader to choose the winner to enhance the engagement across management levels.

#7 Care packages

Show your people you care by sending something nice.

The chances are your organisation is saving a little bit of cash by not doing a Christmas party this year. Rather than pocketing the savings, why don't you send a nice package to each employee? A sweet treat, a bottle of fizz, a digital voucher or gift card is likely to go down a treat and will make them feel valued.



'Elf on the Shelf' contest #8

A fun way to get people engaging and laughing!

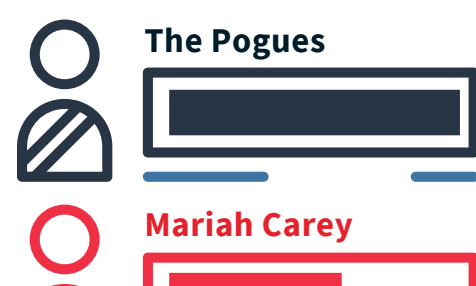


If you have an Elf on the Shelf in your household, you'll understand the sort of mischief it can get up to. Get your people to share their best elf 'scenarios' and get others to vote for their favourite or just let the simple act of sharing the photos brighten everyone's day!

#9 Christmas polls

Put a spin on polls to get people in the mood for Christmas

As the days get closer to the Christmas break, why not get people a bit more excited and engaged by asking them about Christmas-related topics? What's their favourite (or worst) Christmas song, film, joke, food - just a few ideas, but the options are endless!



Nominate your heroes #10

Recognise those who have gone the extra mile



Take the opportunity to ask your people (at all job levels/roles) to submit the names of people who they think deserve a special thank you this year. You could have different categories for each department or link them up to your company values to see how your people are representing your organisation. Get senior managers to decide on a winner or use a poll to gather votes and reward them with a certificate and prize.

#11 Recap on the year

It's good to summarise the year's highs and lows

Communication is key to engaging with your people. Being able to look back on the year and summarise the key activities, news and financial performance is extremely useful. It will allow employees to reflect on the year and feel valued if their contribution has supported some of the positives. Getting your senior leaders to summarise the year in a video or in a thought-out email can be a great way to end the year.



Remember everyone #12

Don't forget your seasonal workers!



Many organisations take on temporary workers over Christmas and it can be easy to forget about engaging with them. Just because their time with you is shorter, they shouldn't feel left out or disengaged. Be sure to make them feel welcome and keep them involved. You never know, they may end up returning on a permanent basis or tell their friends about their experience.