

Executive Summary

Rewards and Recognition

MO
Leadership
Class 13

Opportunity Statement

How can the State of Missouri implement rewards that are valuable to state team members?

What does the data tell us?

Team members would rather be rewarded than recognized.

Team members want to be recognized for years of service and high performance.

Team members like the Professional and Leadership Development Award (PLDA) but are not using it, nor do they necessarily understand it or have awareness of it.

Ultimately, the data shows current state rewards are not valuable to team members.

Researching ideas

Missouri State agencies already possess the framework to implement or expand our recommendations.

The Department of Commerce & Insurance, Office of Administration, and the National Guard, for example, offer administrative leave.

The Department of Revenue offers performance based raises through their STAR program.

The Department of Corrections offers tenure based pay increases.

Recommendations

Reinvigorate, advertise, and promote effective use of PLDA.

Offer Administrative Leave options as a reward based on tenure.

Expand team member choice in when and how to use the rewards offered.

Modify ENGAGE to address the challenge of identifying high performers for PLDA.

Conclusion

We recommend improving how we reward state team members for their loyalty and high performance.