

EnCana Corporation Employee Motivation Program

Executives at EnCana Corporation know that money is not the only way to motivate employees. But this point became vividly clear soon after the Calgary-based energy company launched its “High-Five” recognition program. The program gave employees and managers the right to recommend any deserving colleague for a high-five card, which is redeemable for \$5. But rather than cashing in their cards for money, many employees displayed the cards in their offices and the employee productivity ratio was up 5% - an enabler for motivation. The visible symbol of recognition was apparently worth more to many people than the cash value of the card.

Companies can learn from EnCana Corporation to design a reward and compensation system that analyzes the labor force and establish a “trust” relation where employees feel valued and contribute to the organization goals.

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