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## Employee Recognition Enhanced Through Pilot Program

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The Systems Analysis & Aerodynamics (SA&A) Employee Engagement Team and SA&A Executive Team have created an exciting pilot program they have entitled "PROPEL," or Position Recognition as an Organizational Priority for Engineering Leaders (PROPEL) with the objective of ensuring all employees are valued.

In 2006, the Employee Engagement Survey reported only 54 percent of Pratt & Whitney employees are "very satisfied" or "satisfied" with the recognition they receive for doing a good job. The SA&A score on the recognition question was 59 percent, up 11 percent from 2004.

"The progress SA&A is making in this area is encouraging. However, we believe we need to generate greater awareness, analysis and action around employee recognition in order to see truly significant results," explains Jayant Sabnis, chief engineer, Systems Analysis & Aerodynamics.



**Jayant Sabnis, chief engineer, Systems Analysis & Aerodynamics, addresses a June PROPEL session.**

The pilot program is comprised of three half-day design sessions, taking place in May, June and September. These sessions are a key way to “propel” management best practices in employee recognition and help foster an environment where all SA&A employees can do their best work.

“SA&A wanted to start with industry best practices so we enlisted the help of Engineering HR Talent Development,” explains Scott Sanicki, Propulsion Systems Analysis leader, Production Delivery Center and Recognition Team lead. “Kathleen Worthington and Helen Bergin of HR Talent Development not only found the right consultants to work with us, but also helped us to develop effective training tailored to SA&A. As Engineers, we need to know the data on why recognition is important as well as what has been shown to work in world class companies.”

“As we determine what the appropriate recognition is for our employees, it is essential to understand both cultural and generational differences and preferences,” adds Sanjay Hingorani, director of Aerodynamics. “Recognition should be personal to make a true impact.”

To date, participant feedback in the pilot program has been positive. Bill Lamberti, discipline manager, says, “As an organization, we’ve done a good job with formal recognition programs such as Appreciation and Eagle Awards. However, we’ve never focused on the informal day-to-day recognition of employees’ contributions. The PROPEL program did an excellent job demonstrating the importance of integrating this type of recognition into our daily activities and provides the tools to do it.”

“The sessions have had a positive impact. We have improved insight into the issues and created a better strategy to identify solutions. It is important that all our leaders are included to help build a critical mass,” adds Dave Kenison, discipline manager.

The recognition team members include Paul Adamski, Mark Albrecht, Steve Drengler, Howard Jacas, Janice Claudio Morales, Jeffrey Nordmark, Mark Trett and Team Lead Scott Sanicki.

Each session is facilitated by noted recognition authority Dee Hansford, former manager of cast recognition for the Walt Disney World Resort and founding board member of the National Association for Employee Recognition. Dee will return in September to wrap up the third PROPEL pilot session.

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