

# **SUPERSTAR** Foundation

## Establish your own employee recognition program

The SUPERSTAR Foundation's Veronica Award rewards workers who achieve extraordinary outcomes for individuals and families. We began to work with partner organizations that want to do the same. Using our online nomination process and scoring tools honed over the past eight years, partners are able to identify their own "Superstars" – whether within their organization, or a region, or among a portfolio of grantees.

We so believe in the benefits of recognizing excellent front-line workers that the Foundation will seed the awards for the first year, with up to \$1,000 to be matched by the partner.

### Become a Partner in order to:

**1) Drive your organization to discuss performance management and practice synthesizing your data.** Organizations that consistently use data to understand the relationship between efforts and outcomes are in a position to make better decisions and adjust their approach to continuously improve performance.

*"It's been eye-opening. I've never seen this kind of performance conversation take place in any other organization I've worked."* - Michael Shaver, CEO, Children's Home Society

*"(Partnering with the Superstar Foundation) was an incredible learning experience. It gave us insights into how each of our sites is doing in rolling out our new trainings and truly using data to drive their work with youth...The award structure was a great opportunity for our hard-working staff to be recognized, and for team leaders/program directors to celebrate their staff tangibly -- it's not just about the money, it's also about building goodwill, and supporting and growing organizational culture."*

- Sarah Beiderman, Friends of the Children

**2) Reward and retain talented team members.** Front-line staff is largely responsible for driving the impact an organization makes on its target population.

*"One way of addressing the "talent gap" in the nonprofit sector is to ensure that performance is differentiated at the level of each person providing services, with high performing individuals recognized and publicly rewarded."* - Steve Butz, Chairman, SUPERSTAR Foundation

**3) Gain a better understanding of best practices.** Understand how outcomes are achieved by closely evaluating the data generated by your highest performers.

*"Well, this was our first time recognizing strong data use by staff, at least in a formal way. In the evaluation department, we work with program data all of the time, but we're not always aware how staff are using data on the ground to work one-on-one with participants, so this was a good opportunity to learn how some staff are using data to inform their case management practices."* - Miranda Yates, Good Shepherd



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