

ESGR AWARDS PROGRAM





Giving Positive Recognition and Appreciation

“No meritorious act of a subordinate should escape his (the superior’s) attention, even if the reward be only one word of approval.”

**Admiral John Paul Jones
September, 1775**





Recognition

Why recognize a volunteer?

- **Because the Volunteer Deserves It.**
- **To Encourage Repeat Performance.**

When do you do it?

- **Immediately when he or she Exceeds expectations.**
- **He or she consistently Meets expectations.**





Recognition

How do you recognize a volunteer?

- Cite specific performance.
- Point out positive impact on ESGR.

Where do you do it?

- On the spot – right then!
- In front of all the members of the Team.





Action Step – Recognition

- **Who on your team deserves recognition?**
- **Why?**





Volunteer Awards and Recognition

The purpose of Volunteer Awards and Recognition is to call attention to significant achievements made by Volunteers in contributing to and accomplishing the ESGR mission.





Volunteer Awards and Recognition *Best Practices*

What are some unique ways to recognize your Volunteers?





Volunteer Awards and Recognition

Why have an established criteria for determining awards?

- No criteria means arbitrary decisions.**
- No criteria means suspicion of cronyism.**
- No criteria means no goal to shoot for.**





Criteria For Recommending Awards

- Performing assigned job above and beyond standards
- Volunteers are active participants
- Volunteering to attend additional training to become proficient in other Volunteer job positions
- Exercising leadership to assume greater responsibility
- Recruiting new Volunteers
- Volunteering to train other Volunteers





Action Step

Create a strategy to establish criteria for the Volunteer Awards program.

Example: Must collect 25 Statements of Support from their CEI source.





Types of Volunteer Awards and Recognition

State Chair Approval Authority:

- Written acknowledgements
- Appreciation certificates
- On-the-Spot Award
- Team Awards
- Longevity Pins





Types of Volunteer Awards and Recognition

State Chair Approval Authority:

- **State Chair's Award**
- **“Twice the Citizen” Award**
- **ESGR Coin**
- **Seven Seals Award**
- **Spirit of Volunteerism Award**
- **Lifetime Achievement Award**





Types of Volunteer Awards and Recognition

National Headquarters ESGR is Approval Authority/Conduit:

- **Functional Area Volunteer of the Year Award**
- **James M. Roche Spirit of Volunteerism Award**
- **The Office of Secretary of Defense Exceptional Public Service Award**
- **Secretary of Defense Medal for Outstanding Public Service**





Seven Seals Award

- Seven Seals Award is given to Volunteers by the State Chair, to recognize significant achievement promoting ESGR objectives over a sustained period.
- State Chair identifies deserving volunteer.
- 30 day processing time once ordered.





“Spirit of Volunteerism” Award

- **State Chair is the approval authority**
- **Awarded to Volunteers who have displayed the highest level of Volunteer service**
- **30 day processing time once ordered.**
- **Awardees may receive consideration for the James M. Roche Spirit of Volunteerism Award**





Lifetime Achievement Award

- Award given at the discretion of State Chair.
- Recognizes significant achievement in promoting ESGR objectives.
- Recipient must be member over a minimum of 20 consecutive years.
- Recipient must be 60 years or older.
- 30 day processing time once ordered.





Functional Area Volunteer of the Year Award

- Recognizes the Volunteer who made significant contributions to ESGR and significantly improved the employee/employer relationship.
- The Directorate responsible for the functional area will recommend the volunteer.
- Nominations should be sent between Nov 1st and Dec 31st to NCESGR for consideration.
- The functional area Directors are not eligible as they review nominations and recommend to the State Chair.





The James M. Roche Spirit of Volunteerism Award

- **The highest award given to a Volunteer for sustained quality service over a substantial period of years.**
- **The award highlights patriotism, good citizenship, and public responsibility often achieved by heroic efforts and great personal sacrifice.**
- **Nationally, there are a maximum of four (1 per region) of these awards given annually.**





The Office of the Secretary of Defense **Exceptional Public Service Award**

- Award presented on behalf of the Secretary of Defense to volunteers who have significantly advanced the ESGR mission.
- Nominations must be sent to the Regional Deputy Director for approval by National Executive Director.
- Upon completion of volunteer's term, they are eligible to receive the award.
- Nominations are sent to Office of the Assistant Secretary of Defense for Reserve Affairs for final approval.





Secretary of Defense Medal for Outstanding Public Service

- Award is presented on behalf of the Secretary of Defense and is given to State Chairs, and with justification other Members, upon completion of their term for significant advancement of the ESGR mission.
- Nominations must be sent to the Regional Deputy Director for approval by National Executive Director.
- Nominations are sent to Office of the Assistant Secretary of Defense for Reserve Affairs and then OSD for final approval.





Presidential Volunteer Service Awards

- Initiative of President's Council on Service and Civic Participation
- www.presidentialserviceaward.gov
- Different levels to this award, based on Volunteer's number of logged service hours





Presidential Volunteer Service Award: Recipients Receive

- President's Volunteer Service Award pin
- Personalized Certificate of Achievement
- Congratulations note from the President of the United States
- Letter from President's Council on Service and Civic Participation



NOTE: Participants eligible to receive award once every 12 months.





Employer Awards

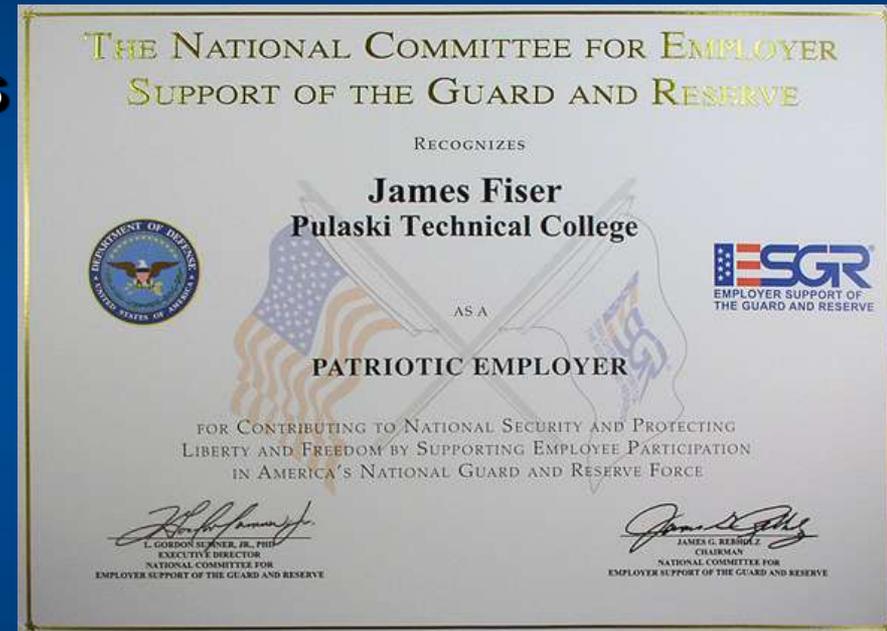
- Honoring employers and supervisors who support members of the Reserve Component is an ongoing commitment of ESGR.
- Four awards are currently available at the state level:
 - **PATRIOT AWARD**
 - **ABOVE AND BEYOND AWARD**
 - **PRO PATRIA AWARD**
 - **SEVEN SEALS AWARD**





Patriot Award

- Awarded to supportive employer - only supervisors or managerial level personnel of the Service Member or SM's spouse.
- Required before other, higher level awards can be issued
- Any RC member or their immediate family can nominate their employer at www.esgr.mil





Above and Beyond Award

- Honors Employers who go above and beyond USERRA requirements
- For eligibility, employers have been awarded the Patriot Award and signed a Statement of Support
- Award may be requested by State Chair, Program Support Manager, or Awards Director
- State Committee should budget for the cost of the award





Pro Patria Award

- The highest award an ESGR State Committee can present
- Eligible employers should have received the Patriot Award, the Above and Beyond Award, and signed a Statement of Support
- Each calendar year a total of **THREE** can be presented:
 - Public Sector
 - Large Employer
 - Small Employer



- RDD can authorize additional awards



Seven Seals Award

- Only award bridging (Service Member's or Spouse's) Employer and Volunteer Recognition
- Not a sequential or progressive employer award
- Presented at discretion of the State Chair.
- Recognizes significant individual or organizational achievement, or support over time that promotes ESGR mission.





Freedom Award

- Awarded by Secretary of Defense to 15 employers nationwide
- Nominated only by Guard/Reserve employee or family of RC Member
- A company can win multiple times
- Nominations submitted online at www.freedomaward.mil, opens 1st work day NOV; closes 1800 EST 3rd Mon. JAN
- Employer Categories: Small Private (500 - employees), Large Private (500+ employees), and Public Sector





Best Practices

How can you motivate the Reserve Component Members in your area to nominate more Guard and Reserve employers for the Freedom Award?



