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*Clark County Values in Action
Employee Recognition Program*

January 2, 2024

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Clark County Values in Action

A culture of recognition and appreciation for employees fosters:

- Employee engagement
- Employee retention
- Talent attraction

Clark County employees have expressed a need to be connected to the goals of the organization and to feel appreciated for their commitment to serving the public.



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Clark County Values in Action

This year, Clark County launches a robust employee recognition and appreciation initiative.

Value Champions provides an opportunity to reinforce the values of the organization in the daily efforts of each employee while providing public appreciation for the work of Clark County employees.

The internal recognition component of this initiative launches today across the organization.



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Clark County's Values



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PUBLIC SERVICE
dedicating
ourselves to the
betterment of the
community to
make a difference



INTEGRITY
honoring the
public's trust



RESPECT
demonstrating
professionalism in
everything we do
and conducting
ourselves with
dignity as County
employees



ACCOUNTABILITY
holding ourselves
and others
responsible for
performance and
behavior



EXCELLENCE
striving to make a
difference
through our jobs
and the roles in
Clark County



LEADERSHIP
empowering
employees, lead
by serving
others and
identifying
shared goals

Clark County's Value Champions

- Staff at any level may nominate an individual who has gone above and beyond in their job to embody our values of service, integrity, respect, accountability, excellence, or leadership.
- Nominations can be submitted through the County's intranet site or by scanning the QR code found on flyers and posters to be displayed across County locations.





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Core Values In Action

Please help us to recognize your staff, peers, and colleagues for leading our County to success! Have you caught an employee exhibiting our core values? Take a moment to let them know.

* Required

service integrity respect accountability excellence leadership

1

Your name *

Enter your answer

2

Who would you like to recognize? *

Please include first and last name

Enter your answer

3

Nominee's department *

Select your answer

4

What value did the nominee display? *

- ☐ **Service:** dedicating ourselves to the betterment of the community to make a difference
- ☐ **Integrity:** honoring the public's trust
- ☐ **Respect:** demonstrating professionalism in everything we do and conducting ourselves with dignity as County employees
- ☐ **Accountability:** holding ourselves and others responsible for performance and behavior
- ☐ **Excellence:** striving to make a difference through our jobs and the roles in Clark County
- ☐ **Leadership:** empowering employees, lead by serving others and identifying shared goals

5

Please tell us how the employee demonstrated this value *

Enter your answer

Clark County's Value Champions

- Recognized employees will be acknowledged in a variety of ways:
 - In-person award presentation at monthly BCC meeting
 - Featured in new employee newsletter
 - Featured on employee intranet
 - Featured in social media posts
 - Annual Values in Action celebration event



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Clark County's Value Champions

To help ensure employees know about this new initiative:

- Introductory email from Clark County Manager
- Posting on MyIntranet
- Flyers and posters throughout County buildings
- Employee recognition best practices guide for managers and supervisors
- Promotion of initiative on County's social media sites



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Clark County Value Champions

To help reinforce value-centered work more immediately, notecards have been created and are available for order through the Print Shop for departments to acknowledge those everyday moments that help to make a difference in the culture of Clark County.



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Clark County Values in Action

We look forward to celebrating the County's first *Value Champions* at a BCC meeting in March.

Thank you for the partnership with Department Heads, HR, and IT to bring this initiative to life to celebrate the hardworking employees of Clark County.

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