The People Management
Shaping Young HR Leaders

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Editor's Note

A warm welcome to our Readers!

This June 2026 issue focusses on Reimaging Employee Recognition & Aligning Education with Industry Needs as part of the Higher Education theme.

Reimagining employee recognition requires shifting from generic, top-down rewards to personalized, and continuous recognition integrated into daily workflows. Modern recognition must be specific, peer-driven, and equitable, fostering an emotional bond to improve retention and supporting a thriving culture.

Rather than generic praise for "good performance," recognition should be specific, measurable, and delivered in ways that respect individual preferences.

Specific recognition focuses on observable behaviors and concrete contributions rather than subjective assessments of overall performance. "Your analysis of customer data identified three key market segments we hadn't previously targeted" carries more weight than "Great job on that report."

This specificity accomplishes two things: it provides clear feedback about what behaviors to continue, and it grounds recognition in observable facts rather than general impressions, making it harder for the recipient to dismiss.

How we're recognized profoundly shapes what we believe to be true about ourselves. When recognition aligns with our self-perception and respects our comfort boundaries, it reinforces positive identity development. When it contradicts our self-view or comes in uncomfortable formats, it can trigger identity crisis or rejection of the feedback entirely.

Over time, thoughtful recognition helps employees integrate professional accomplishments into their identity. The analyst who initially rejected praise may gradually accept their expertise when recognition consistently highlights specific, undeniable contributions rather than subjective assessments of their worth.

For those uncomfortable with visibility, recognition becomes most effective when it validates their work while respecting their preference for privacy. They don't need to become spotlight seekers—they need acknowledgment that honors both their contributions and their boundaries.

Ultimately, the goal is to create recognition systems flexible enough to validate everyone's contributions in ways that respect their psychological comfort while gradually building their capacity to internalize positive feedback.

By recognizing the diversity of recognition preferences in our workplaces, we create environments where excellence can thrive in both spotlight and shadow. When we acknowledge the complexity of self-worth in professional settings, we build systems that truly honor the whole person—not just the parts visible on stage during award ceremonies.

Higher education is one of the key drivers of growth performance, prosperity, and competitiveness in national and global economies.

Universities and other institutions not only deliver tertiary education and ongoing skills training, but also provide a bustling research environment that produces innovations with valuable commercial applications.

A knowledge-based economy is characterized by dependence on a highly-skilled, well-educated, and technically-minded workforce. It makes use of advancements in technology alongside intellectual capital to move away from material consumption and aims toward an economy built on knowledge and data.

The higher education sector is a natural partner to the knowledge-based economy. As the source of advanced learning and new information from research, universities help train the workforce of tomorrow while supporting the innovations of today.

Knowledge creation has been identified by economists as a key driver of economic growth. This is largely due to greater efficiency in various forms. Highly-skilled staff requires less supervision, are more productive, and add greater value.

The higher education sector can support all aspects of continuing education and take advantage of existing relationships, such as research agreements, to bring universities and businesses closer together.

As digitization changes the landscape for working professionals, higher education can provide them with the opportunity to enhance their existing knowledge and learn new skills. For employers, this has a positive impact on productivity, output, and staff morale. It also helps companies to drive efficiency and thus profitability.

Offering professional development opportunities to employees also allows companies to identify potential leaders for the future. Staff who are receptive to continuing education and express an interest in courses that fit into their long-term career plan are the ones to watch.

For businesses, this can provide assurance that future leaders are well-trained and fully-equipped to drive continued success.

The higher education sector has a wide-ranging, proven influence on the economy. Its confluence with business provides commercial value to innovation, while academic instruction and skills training help individuals and organizations to have the tools to succeed in a knowledge-based economy.

Our team at www.thepeoplemanagement.com is committed to add value to our readers by sharing Articles, Viewpoints, Latest updates, HR Tips & Suggestions, Insights from various Thought Leaders etc. & also organise Roundtable discussions on a wide range of contemporary topics.

Stay Safe, Healthy & Ahead of the game - Happy Reading & Learning in 2026!

Aparna Sharma