

2018



Finalists

www.thehumorawards.com

Best Onboarding Program - Humorous Beginnings Award

For the organization that shows a commitment to bringing in new employees in a way that is effective, engaging, and fun.

Organization: Buffer (<https://buffer.com/>)

Submitted by run_error

New Hires at Buffer get assigned three buddies when they start: A Leader Buddy, a Role Buddy, and a Culture Buddy. The Leader Buddy is an experienced member of the team who can act as a mentor for the new hire. The Role Buddy is someone who understands the new hire's role and can help them understand the technical details. The Culture Buddy is a team member who can give praise and feedback around the unique culture of Buffer and help the new hire feel like a fit within the company.

Organization: Medallia (<http://www.medallia.com/>)

Submitted by Snake

Medallia has a unique approach to the onboarding experience that focuses on employees becoming the best version of themselves. Throughout the first week on the job, new hires are challenged in a variety of ways, including asking them to consider tackling one of their fears (like holding a snake or intentionally getting lost). They also learn about the business and meet with the co-founders, but everything is geared towards helping new hires feel like they can be themselves at work.

Organization: Twitter (<https://twitter.com/>)

Submitted by Yes To Desk!

The onboarding process at Twitter starts the moment an employee says "Yes" to the job offer. The "Yes to Desk" experience is a 75-step process that covers everything from setting up email to articulating clear job expectations, all completed by the time the employee arrives on Day 1. In addition, once they arrive, they are greeted with some company swag and a bottle of wine, breakfast with a manager, and lunch with their team.

Best Training Program - Learned Me Good Award

For the organization that is committed to developing their people with skills they can use at work and in life.

Organization: AmeriCorp (<https://www.nationalservice.gov/>)

Submitted by ACTD

AmeriCorp has an 80/20 rule for training that specifies up to 20 percent of AmeriCorps members' time should be spent on personal and professional development. These programs have been found to promote retention, improve member effectiveness, and promote lifelong engagement. Training and Development topics include: active citizenship, conflict resolution, member wellness, and how to create a book club.

Organization: Cleveland State University (<http://www.csuohio.edu/>)

Submitted by "Happy" Hour Fan

University employees at Cleveland State University have a variety of health and wellness programs they can attend with the goal of helping individuals use humor to deal with stress and live a better life at home and work. One program, titled *The Ultimate Happy Hour*, is a 4-session lunch program that teaches joy, self-care, and gratitude.

Organization: ramsac (<http://www.ramsac.com/>)

Submitted by TED

The training program at ramsac isn't just about technical skills, it's about taking employees on a journey of self-discovery. The ramsac business school includes programs on strengths awareness, color profiling, vulnerability, psychology, and more. The goal is to provide programs that profoundly change employees' work and personal lives.

Best Marketing – The Funny Voice Award

For the organization that effectively uses humor as part of their branding, marketing, and communication with their customers.

Organization: Cards Against Humanity (<https://cardsagainsthumanity.com/>)
Submitted by CaH Fan

Cards Against Humanity has long had a history for humor (which makes sense considering it is a company that sells a card-based humor game). Their yearly Black Friday Deals are a staple for ridiculousness, including increasing the price of their product, digging a hole for no reason, and this year, selling Prongles, a revolutionary snack food that is pretty much a Pringle.

Organization: The Hustle (<https://thehustle.co/>)
Submitted by New News

The Hustle is a daily newsletter that shares the tech and business news you need for the day in a fun, engaging way. From interesting featured images to subtle headline puns to an ever-changing list of nicknames for their managing editor, humor is very much part of the voice of every [Hustle story](#).

Organization: Who Gives a Crap? (<https://whogivesacrap.org/>)
Submitted by Bron

Who Gives a Crap (yes, that's the company name) uses humor to sell toilet paper, hand towels, and tissues. From the name, to the marketing copy, to the pun-filled about us page, everything they do is based in humor and play. Not only that, the company donates 50% of profits to help build toilets and improve sanitation in the developing world.

Best Perk - Money Isn't Everything Award

For the organization that understands that engagement requires more than just a paycheck and that their employees are humans, not resources.

Organization: Fizziology (<https://www.fizziology.com/>)
Submitted by Travel Bug

Employees at Fizziology are eligible to receive a stipend for FYI travel every year. The FYI? For Your Inspiration: a non-meeting work trip that the employee feels will inspire them in their work. The only stipulations are that the employee is there to work, has rationale for how it will be inspirational, and that they experience the culture while traveling. Previous trips have included: San Francisco, NYC, Mexico City, and Toronto.

Organization: Patagonia (<http://www.patagonia.com/>)
Submitted by surf_lady

Patagonia lives up to its dedication to living and breathing outdoor clothing and equipment by helping employees stay physically fit. In addition to providing company bikes, volleyball courts, and yoga classes, Patagonia encourages midday surf breaks with daily surf reports available at the front desk.

Organization: Pinterest (<https://www.pinterest.com/>)
Submitted by Knitter

Every year, Pinterest hosts a two-day "analog version of Pinterest," dubbed KnitCon. It's an employee only event that includes external speakers, employee-led sessions like sitcom writing and cheese-plating, and embodies one of Pinterest's key values: knitting (when two ways of seeing meet and something new happens).

Best Recognition Program - Better Recognize Award

For the organization that understands that a job well done deserves some attention, to both honor the employee and showcase the values the organization strives for.

Organization: Bank Newport (<https://www.banknewport.com/>)
Submitted by Twig Man

The Wheaties Award at Bank Newport is a unique award that started in the Marketing Department. The award, an individual-sized Wheaties Box with the employees face on it, is awarded to the person who survived the biggest blunder that month. When presented with the award, the employee shares what happened, focusing not on the blunder, but on what they did to correct the mistake. This encourages employees to be bold and to not fear ridicule for messing up.

Organization: Moncur (<https://www.thinkmoncur.com/>)
Submitted by Peggy Follower

Every two weeks, a wooden doll named Peggy is passed between team members at Moncur as a way recognize another employee for their amazing work and positive characteristics. But it doesn't stop there. The award winner is encouraged to dress Peggy up in a style that reflects the awardee and then post about Peggy's adventure on a dedicated [Instagram account](#).

Organization: SnackNation (<http://www.snacknation.com/>)
Submitted by Foodie

Every Friday afternoon, the entire SnackNation team huddles around for the [Crush It Call](#). Every member goes around to say two things: 1) a "crush" for someone on the team whose work they want to recognize and why and 2) something they are grateful for. It gives people an opportunity to highlight the great work of their coworkers and encourages positive thinking as part of the company culture.

Humor and Communication - Mark as Always Read Award

For the individual who uses humor as a way to improve communication skills, get people to listen, and help them remember things longer.

Individual: Judi Clements

Organization: Judi Clements Training & Development

Submitted by: Judi

Judi Clements uses humor to teach all of her classes in a uniquely informative and amusing way. She can take even the most serious management or communication topic and help people learn through examples that incorporate humor and laughter. Her presentations keep people engaged in much the same way that John Oliver and The Daily Show use graphics to keep their audiences laughing and learning.

Individual: Jennifer Luke

Organization: Embry-Riddle Aeronautical University

Submitted by me

Jennifer Luke was tasked to speak to her colleagues about the use of technology in the classroom. When it came time to give her presentation, she stepped out on stage dressed like a Sith Lord, used a Light Saber as a laser pointer, and every slide had a Star Wars theme and story-tied to the main points of her presentation. The audience was engaged, Jennifer had fun, and she definitely wins Best Use of Star Wars References during a Company Conference Presentation.

Individual: Anthony Solimini

Organization: UBS Wealth Management

Submitted by The Stand Up Banker

Anthony is responsible for teaching sales people at a wealth management firm. For his Presentation Skills and Public Speaking class, he teaches the fundamentals of stand up comedy: what it is, what it isn't, and how to use stories. At the end of the Stand Up and Deliver program, every participant performs a three-minute stand up comedy routine. Participants say it's the best way they've ever been taught.

Humor and Relationships - Everybody Loves Them Award

For the individual who uses humor to build relationships with coworkers, clients, and everyone in between.

Individual: Rita Abdallah

Organization: Cleveland State University

Submitted by NM

Rita Abdallah provides workplace training sessions to Cleveland State University faculty and staff employees. She integrates humor into her sessions, providing support and guidance for the employees to carry into both their workplace and personal lives. She takes a personal interest in the participants, often staying after the programs to help them work through personal situations or answer their questions. Participants say that after the sessions they feel better both mentally and physically, and that the experience with Rita has made a positive change in their life.

Individual: Neen James

Organization: neenjames

Submitted by Neen Fan

Neen James is known as the Happy Little Aussie and upon meeting her you immediately know why. Whether it's a client, a peer, or a stranger on the street, Neen brings a positive energy, bubbly humor, and level of focus and attention few are seldom custom to. You can't help but smile when you're around Neen.

Individual: Jason Neenos

Organization: Arizona State University

Submitted by Doc

Jason Neenos is an instructional designer and trainer at Arizona State University but it's his unofficial role as greeter where he really shines. He is the person stationed closest to the door and readily greets all visitors with a warm smile and friendly "Can I help you?" He's also always ready to share a laugh that puts everyone at ease.

Humor and Problem-Solving - Funny Innovator Award

For the individual who uses humor to enhance problem solving, improve creatively, and think outside the box.

Individual: Cliff Alexander

Organization: Arizona State University

Submitted by Doc

Cliff Alexander is the primary videographer for the UTO at Arizona State University. He regularly shares humorous videos with his coworkers, challenges them with esoteric quotes from obscure films, and generally lightens the mood. Cliff also finds humorous and innovative ways to capture videos for the department, including creating a UTO Training Show and using animations along with screen recordings.

Individual: Rob May

Organization: ramsac

Submitted by TED

Rob makes complex subjects straightforward by using real life examples, humor and pragmatism. Through his approach, he is able to help people understand the challenges they face and how they can make a difference, as exhibited in his TEDx talk on the [Answer to the Cyber Security Problem](#). He is passionate about his work, positive about life, and committed to helping people understand and grow.

Individual: Team Psycho Sisters

Organization: EVE Online

Submitted by gamer

One of the most effective ways of finding exoplanets is through transit photometry. The challenge is that it requires humans to review the work. EVE Online decided to team up with scientists to turn the process into a mini-game within the EVE world, rewarding gamers with in-game ships, skins, and apparel for when they help make advancements in the research. So far, [the mission](#) has helped to discover 37 new exoplanets.

Humor and Productivity - Works with a Smile Award

For the individual who uses humor to increase productivity, relieve stress, and get more done.

Individual: Nicholas Demore

Organization: Southwest Airlines

Submitted by FrequentFlyer

The humor of Southwest employees is well known but that doesn't make their work any less worthy. Take Nicholas Demore for example, in his viral hit of a "[sexy](#)" [safety demonstration](#). Teaming up with a fellow flight attendant to deliver the safety announcement, Nicholas has fun in his job and keeps the passengers attention on him and not on their phones.

Individual: Jeff Gifford

Organization: DNV-GL

Submitted by spiny water flea

Jeff Gifford brings a sense of humor to his work and to his coworkers. He makes comments that are personalized to each person (such as Princess Peach to a Super Mario fan), and gets them laughing or smiling even when they've previously been stressed out about something.

Individual: McDonald's Drive Thru Guy

Organization: McDonald's

Submitted by Ba da da da da

Fast Food Service Jobs aren't usually known for fun and humor, but that doesn't stop the McDonald's Drive Thru operator in St Albans. In a [viral video](#), the drive thru guy shares his brand of positive humor with comments like a "14-up" when the customer orders two 7-Ups, a "choccy shake, don't mind if I diddly-do," and "saucy with sweet chillay."

Humor and Leadership - Lincoln Leadership Award

For the individual who uses humor to strengthen leadership, create a compelling vision, or align teams.

Individual: Casey Davis

Organization: Arizona State University

Submitted by Doc

Casey Davis, an Instructional Designer at ASU, brings his satiric humor to every situation at work, including projects, meetings, and even making the coffee. When things start getting stressful, Casey uses absurdity, sarcasm, satire, and self-effacing humor to keep the proverbial ball rolling on projects. He shares impressions during phone meetings and, when it's coffee time, he provides comedic commentary on topics like family, sports, and life.

Individual: Barry McAlister

Organization: Montgomery Bell Academy

Submitted by BM

Barry McAlister always has a comical take on things, greets you with a witty phrase, does improv comedy on the side, and incorporates comedy into his school videos to make boring things like fund raising memorable and effective. He does voices and characters, draws fun cartoons, does puppets (when no one is looking), and creates sketches on video. He is the go-to emcee for events in his pink leisure suit- often doing a game show parody. Making everyone at the school laugh is his great talent.

Individual: David Murray

Organization: Bank Newport

Submitted by Twig Man

The marketing team at Bank Newport always has a good time. From wearing monogrammed robes in the office to walking invisible dogs to the introduction of a Wheaties Award for teammembers, the team found ways to have fun at work. Many of these humor instances were led by the Senior VP of Marketing, David Murray, who always shared his great sense of humor and care for corporate culture.