



# Make 2013 a Year of Celebration!

You've put away the funny hats and noisemakers from New Year's—but let the celebration continue, for the good of your organization. In doing so, you'll make 2013 a uniquely productive (and pleasant) year for your employees.

**Celebrate**—as in, recognize and praise the accomplishments of individual team members and others around you. Why celebrate?



The recognition of good performance is a powerful leadership tool that directly addresses people's motivators—and that boosts business results.



Employees who receive recognition and praise immediately show increased productivity, get higher service scores and have better safety records.

(Source: Gallup Polls Engagement Index 2011)



Thanking your team members regularly helps them accept feedback better.

## So go ahead and celebrate!

Celebrate your employees' specific behaviors and skills that correlate to team or organization goals, and those that demonstrate important values. High-performing companies tie recognition to business goals and company values—recognition drives results.

### Your first step:

Find out what makes each of your employees tick by asking each these two questions:

- 1 To what extent do you feel recognized for your efforts and contributions?
- 2 How can we best recognize you?

Then target your "celebration style" to suit each employee, from publicly thanking one during a team meeting to giving an award to a top performer.

Teach your managers and team members the how-tos of successful celebration in the new workshop from The Learning Café:

### Celebrate! Leverage the Power of Recognition

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