

PLAY 5: INSPIRE OUR LEADERS

TARGET AUDIENCE: **LEADERS**




Employee recognition isn't just a "nice" thing to do. The most effective leaders at {{ CompanyName }} make it a priority because it drives real business results. Among them:

- INCREASED INNOVATION: 2X as many ideas per month
- INCREASED ENGAGEMENT: 32% more likely to work at maximum capacity
- LOWER TURNOVER: With strong recognition, 65% are more likely to stay

Be inspired tip: Schedule a regular time each week to send eCards. (Submit award nominations) or write thank-you notes. Just 15 minutes will do. You'd be surprised by the impact this consistent discipline yields!

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What's the quickest way for you as a leader to reinforce what matters most at {{ CompanyName }}? The simple answer is, recognition. When you see people demonstrating our core values, celebrate it—often and out loud.

Be inspired tip: Appreciating someone publicly is not only affirming for the recipient, it tells everyone listening what our organization values. Recognition points the way.

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MEANINGFUL APPRECIATION: WHAT DO I SAY?!

Whether it's writing a simple thank-you note or presenting an award, it's easy to make appreciation meaningful if you follow these few simple steps.




TAKING YOUR RECOGNITION GAME UP A NOTCH



2. DESCRIBE THE ACCOMPLISHMENT

What did they do? How did it help?
What difference does it make?
How did they make an impact?

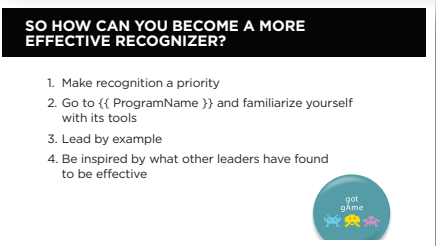


WHY APPRECIATE?

1. ENGAGES PEOPLE
2. INSPIRES GREAT WORK
3. DEVELOPS POTENTIAL
4. CONNECTS TEAMS
5. SHOWS WHAT WE VALUE
6. BRINGS OUT THE BEST IN US!

"Within a week, the report I needed was on my desk."

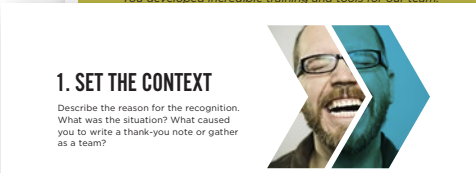
"You developed incredible training and tools for our team."



SO HOW CAN YOU BECOME A MORE EFFECTIVE RECOGNIZER?

1. Make recognition a priority
2. Go to {{ ProgramName }} and familiarize yourself with its tools
3. Lead by example
4. Be inspired by what other leaders have found to be effective

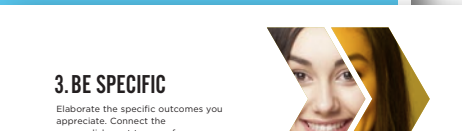
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1. SET THE CONTEXT

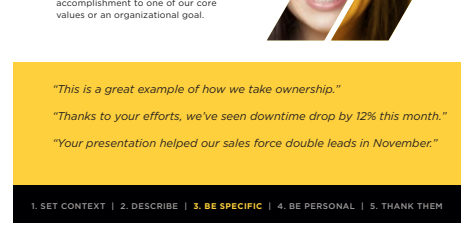
Describe the reason for the recognition. What was the situation? What caused you to write a thank-you note or gather as a team?

"I was so impressed by your presentation last Thursday."



3. BE SPECIFIC

Elaborate the specific outcomes you appreciate. Connect the accomplishment to one of our core values or an organizational goal.



"This is a great example of how we take ownership."

"Thanks to your efforts, we've seen downtime drop by 12% this month."

"Your presentation helped our sales force double leads in November."

1. SET CONTEXT | 2. DESCRIBE | 3. BE SPECIFIC | 4. BE PERSONAL | 5. THANK THEM

LEADER PPT PRESENTATION



78% HIGHLY ENGAGED

ELECTRONIC FLYER



RECOGNITION THAT HITS THE MARK

Make it a habit to know your team and what makes each individual feel appreciated. Some people love standing in the spotlight. Others prefer one-on-one recognition or a small team gathering and a few simple words.

Be inspired tip: Sit down with team members and ask what makes each feel appreciated. That way, you can be sure to make recognition personal and meaningful.

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