

AT A GLANCE:



B APPRECIATE AND CELEBRATE



WHAT'S THIS THEME ABOUT?

When everyone works hard it's important to pause, reflect and focus on the great work we have done. Whether it's the end of the calendar year, the financial year or a project, it's important to appreciate people's efforts.

We've achieved a lot and it's time to appreciate and celebrate what we've accomplished as a team. This theme is about recognising everyone who has stepped-up, tried something new, gone above and beyond to make things happen, challenged their comfort zone, and delivered excellent service to each other and our customers. Together we've achieved some amazing things and our organisation is a better place for all our efforts.

'Appreciate and Celebrate' lifts the lid on the benefits of recognising individual, team and organisational achievements. Appreciate and Celebrate is specifically aimed at:

- Informing teams about the value and impact of taking time to show appreciation, recognise great work and celebrate achievements
- Investigating ideas and opportunities to appreciate and recognise contributions regularly, spontaneously and to celebrate successes, no matter how big or small
- Igniting teams with new and better recognition and celebration ideas that are meaningful
- Implementing ways to ensure that we recognise, show our appreciation for each other's contributions and celebrate great performance on a regular basis

WHY IS THIS IMPORTANT?

"Celebrate what you want to see more of"
- Tom Peters

In 2011, the JRA Best Workplaces Survey (NZ), identified the top five drivers of employee engagement. Second place on the list is "recognition of achievements". Money, power, authority didn't even make the list! JRA's research also reveals that positive changes to the way in which an organisation celebrates success can have a direct positive impact on employee engagement levels.

Towers Watson global data indicates that constructive praise and meaningful rewards powerfully motivate employees to excel, engage and bring their best to work everyday!

IDEAL OUTCOMES

- Increased individual productivity - behaviour is reinforced, celebrated and repeated
- Greater employee satisfaction and enjoyment at work
- Builds a culture of appreciation and trust
- Enhanced teamwork amongst employees
- Improved customer satisfaction and loyalty
- Higher talent retention and lower employee turnover

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