

BUST OUT OF YOUR RECOGNITION HABITS!

74% of employees who quit say that a lack of appreciation drove their decision to leave. And while the majority of leaders think they do a good job of recognizing their teams, only 17% of employees agree. Why? Because leaders tend to offer acts of thanks for a job well done, while employees yearn to feel appreciated for who they are ... not just what they do.

Boost engagement and retention by making your team feel seen, valued & heard

WORKSHOP DETAILS

Target audience

- People Leaders with direct reports
- Anyone in a position to appreciate others

Time investment

- 2 hour workshop
- Optional 15 min office hour Q&A

Workshop format

- Virtual
- Classroom
- Train-the-trainer

Workshop features

- Individual appreciation assessment
- Break-out room discussions & activities
- Time for personal reflection
- Practical take-away tools
- Designed to be practical, interactive, memorable ... and a little bit BOLD!

LEARNING OBJECTIVES

Workshop participants will ...

- Define the connection between appreciation, engagement & retention
- Explore Gary Chapman's Five Languages of Appreciation
- Understand the impact of appreciating others in their primary language
- Brainstorm creative, low and no-cost options for each Appreciation Language
- Create a personalized plan to make others feel seen, valued & heard



SESSION DETAILS

The Impact of Appreciation

- Quantify the impact of appreciation
- Debate the differences between recognition & appreciation
- Explore the connection between appreciation, engagement & retention

Redefining Recognition

- Expand your thinking on
 - What to appreciate
 - How to appreciate: The Five Languages of Appreciation
- Understand primary language, secondary language & blind spots
- Evaluate your recognition rituals

Appreciation Options

- Interactive group Miro brainstorm
- Creative recognition options for every Language of Appreciation

Tips, Tools & Action Plans

- Appreciation do and don't tips
- Appreciating with the Platinum Rule: Adjusting for DiSC & Working Genius
- Create a personalized action plan to make others feel seen, valued & heard

PARTICIPANT FEEDBACK



- The topic was engaging and thought-provoking - I can't wait to do the Languages activity with my team!
- I really appreciate how authentic Erika is in her presentations, sharing her personal experiences and feelings!
- Erika was able to adjust and adapt the message according to our needs. I am thrilled to interact with her to provide some inspiration to our leadership team.
- Erika kept it very engaging- even with such a large remote group. Great session!
- This course is very useful, not only at work but also at home!
- The content and interaction among the group was amazing. Best training I have ever had.
- Clear, relevant, up-to-date, and impactful material. Great presentation techniques to get active participation.

