

# AMP UP YOUR APPRECIATION

## **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

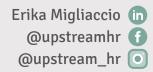
- Individual appreciation assessment
- Break-out room discussions & activities
- Time for personal reflection
- Practical take-away tools
- Designed to be practical, interactive, memorable ... and a little bit BOLD!

# 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





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# 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 thoughtprovoking - 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.

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