



M-Level Systems: M-Guide

Reach New Levels

April 2007
Great Performance

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Praise Pays

This month's mini lesson is on the power of Recognition, an often undervalued piece of the total reward (motivation) pie.

How do you train a puppy?

- A. Use positive reinforcement
- B. Call the puppy into your office to let him know he is in trouble.
- C. Construct a diagram of what the puppy did wrong, repeat it three times, cross your arms, and then ask for an explanation.
- D. Hit him.....Teach him to fear you.

If you chose A, keep reading. You are on your way to creating a high performance environment with your puppy, or alternatively your people.

Leaders spend a lot of time on getting their people to the next level, but keeping people at their peak is another story...

Recognition is a powerful tool that can be used to motivate and elevate your people.

Recognition Gone Wild



How do you spread great performance around?

Recognize it! Out loud! Everyday!

What does your Recognition System look like?

How many of you recognize your people when they...

- * Are making progress?
- * Achieve something great or even good?
- * Come up with a productive solution?
- * Complete a learning milestone?

Raise your hand if you recognize your people. Keep it in the air if you recognize them consistently. Wave to me if everyone in your company recognizes a job well done... Are you waving?

Is your organization one where Recognition reigns?

Does everyone at your organization know that doom and gloom is universally unproductive?

Does your company sway to the beat of its own Recognition culture?

If you still have your hands at your sides, a Recognition Culture is a tool used to cement and maintain great performance.

Find Out How To Use Recognition To Your Advantage...

Begin To Create A Recognition System

Create a culture of Recognition that will pay off in repetitive peak performance standards gone wild.

How To Use Recognition As A Valuable Resource

- * Notice and give the nod to your people when they get it right.
- * Don't spend too much time looking back... Partner with your people on what they are doing well and redirect the behavior you want to change.
- * Create a cycle of progress and achievement by recognizing what went right.
- * Align recognition with the organization's strategic plan and core vision.
- * Say it out loud - Write it down - Sing it when necessary
- * Make it fun
- * Teach your people how to praise each other

Recognition for a job well done is user friendly... It has no borders and is easy to learn.

We human beings are pretty simple... "It's all about me" is built into our genetic wiring, so why not go with it in a productive and powerful way.

Cheers!

Diana