

How to recognize those who live our mission and values all year long

Recognition

Meaningful recognition is different for everyone. Some people like to be acknowledged publically and some prefer private recognition. Think about how you can learn what type of recognition your team members prefer. Come up with a variety of ways to recognize people.

Ideas to encourage recognition and prompt nominations:

- Develop a culture of recognition. Make it a regular occurrence to recognize each other when we see examples of excellence and our values in action.
- Start each meeting with kudos. Have staff put stories of inspiring work in a basket and then share these stories in the meeting. These may be good “seeds” for Mission Awards nominations.
- Start a folder in your email or a paper one for Mission Award ideas. When you hear about a commendation or story, you can save them as potential nominations.
- Encourage team members to work on nominations throughout the year.

Performance Development conversations:

- Leaders can recognize exceptional work in a private atmosphere. Some people feel more comfortable in this type of setting.

Encourage team nominations:

- Ask for a volunteer to spearhead a nomination and for others to help write it.
- Use the different strengths of your team. Some people may feel more confident thinking of good examples and others may be stronger writers.

Engage past site recipients to represent their value through the year:

- Profile past recipients in a video or in an article talking about what the value means to them.
- Invite a nominee or recipient to accompany Patrick when he visits your site.
- Engage past site recipients to present the next year’s award or certificates at celebration events.

How engage front line, point of care employees:

- Include Mission Awards / values integration in employee orientation.
- Build reminders of our values and how we live them in our work into the work environment e.g. bulletin boards, newsletters and other regular communications.
- Engage Culture Ambassadors to support the work.
- Set up an information table in the cafeteria or lobby to promote your site recognition program / Mission Awards. Have games, prizes or a small treat at your table.
- Use a variety of communication channels because not everyone has computer access.

Review the Site Recognition resource for more ideas.

What other ideas for year-long recognition could you share? Send your suggestions to mission.awards@covenanthealth.ca