

Celebrate Success

Last month our newsletter was about a milestone reached by one of the people here at Dimension 11. For those of you who don't know him, you were probably thinking, "Big deal" or "Why are you sending this to me?"



Sometimes, as work gets busy and goals have to be reached and we're all concentrating on getting the job done, we forget to notice, acknowledge and celebrate achievements.

It's time we all start celebrating our successes. I don't mean just the major ones, either. Sometimes an employee has had to deal with a particularly difficult client and has done an amazing job at it. Perhaps one of your sales staff has just made their bezillionth sales call. Maybe someone just got engaged or has a new baby. Or, it could be a milestone reached, such as 50 years in the workforce.

Successes such as personal achievements, reaching goals and bringing in measurable business results should be recognized. These are opportunities to honour excellence, hard work, dedication and loyalty from your employees; times to celebrate the good things we all deserve to have in our lives. It will boost morale and fun in the workplace, and reinforce your employees' commitment to the team and the organization.

Celebrate with something as simple as a handwritten thank you note and a bouquet of flowers, or go all out and have a special staff award night with a dinner party, prizes and award presentations. Do something goofy like having a singing telegram for the employee of the moment. Have an ice cream break or impromptu dance in the lunch room. Or announce the achievement to the world with a banner on your building.

There are so many ways to bring your own personal touch when you say "thank you", "good job" and "congratulations". Don't let something good happen without notice again.

Whether the celebration is for one person or everyone in the company, recognizing achievements and celebrating success is a wonderful demonstration of appreciation and will be remembered.

Communication Tip

Tell people what you do want, rather than what you don't want. You'll be more likely to get the response you want. For example:

Rather than saying "Frank, stop interrupting me", try "Frank, please let me finish speaking. I promise to listen when it's your turn."

Rather than saying, "No, you can't have any dessert until you finish your supper", try, "Yes, you can have dessert as soon as you finish your supper."



Quotes of the Month

"Celebrate what you want to see more of."
~ Thomas J. Peters ~

"What do we lose by another's good fortune? Let us celebrate with them, or strive to emulate them. That should be our desire and determination."
~ Sri Sathya Sai Baba ~

"People often resist change for reasons that make good sense to them, even if those reasons don't correspond to organizational goals. So it is crucial to recognize, reward, and celebrate accomplishments."
~ Rosabeth Moss Kanter ~

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