

Coaching Tip #112

Exceptional Leaders -

Celebrate Successes



Ambitious and highly driven leaders often overlook the importance of celebrating small wins. These little successes, when done appropriately and timely, can stimulate a tremendous amount of momentum and lift the emotions of followers.



Some strategies to Celebrate Success

Motivated employees often sprint for a marathon to complete a goal, and then turn around to see their leader immediately points to the next stretched goal without a kind word of appreciation. This behavior can be de-motivating, causing the employees to be less than enthusiastic to be in the race for the next stretch.

Exceptional leaders know that in order to keep their staff consistently motivated, inspired and have a healthy working environment, they must find little ways to take the time to celebrate. Celebrating creates good feelings among a group of employees. It produces the "happy" hormones in the brain, and in turn develops a pleasant working, highly motivated group of employees. How are you celebrating achievements at work?

- Keep a Good Book - At Cloud 9 Living, company co-founder Bobby Augst keeps this kind of book to recognize the right deeds of his employees.
- Create a "Go The Extra Mile" Program - When an employee witnessed another going the extra mile, they would nominate them for a GEM certificate.
- Make space to celebrate as part of your meeting agenda.
- Forget performance, recognize holistic achievements - Some companies recognize their employees for reaching business goals and personal goals. Ergodyne, a protective workwear manufacturer, incentivizes employees by recognizing them when they reach their fitness or nutrition goals. This emphasizes to workers that the company is invested in them as people, and not just as contributors to a bottom line.