



Competencies that are addressed:

PRIMARY COMPETENCY CATEGORIES:

• Teamwork—

Organizes work tasks, people, and resources to deliver most effectively on organization goals.

• Leadership—

Drives business results by aligning the vision, mission, and values to enhance business value. Is able to enlist the willing cooperation of others, while tapping into their highest skills and abilities, to achieve desired results.

RELATED COMPETENCY CATEGORIES:

• Influence—

Consistently directs situations and inspires people for an all-win environment.

• Professionalism—

Projects an image of maturity and integrity that creates credibility.

• Results Oriented—

Passionate about winning. Dedicated to achieving all-win solutions to situations.

Share the Glory

SUMMARY

Team members desire to know that their efforts have contributed to the overall success of the team, department, and organization. Effective leaders focus positive attention for good results on their team rather than themselves. Sharing the glory allows team members to see their efforts as more than single activities, but rather as a larger contribution to the whole.

CONTEXT

Sharing the glory is not just a nice thing to do for people. Sharing the glory is a powerful motivator that reinforces and rewards the most important outcomes people create for the organization. When you recognize people effectively, you reinforce the actions and behaviors we most want to see people repeated. Sharing the glory is simple, immediate, and powerful reinforcement.

In this module, you will develop ways to share the glory that are equally powerful for both the organization and the employee. You will address some of the important issues necessary for recognition to be viewed as motivating and rewarding by our team members, and important for the success of your organization. You will plan and practice a method of recognizing people and teams in a formal and public setting.

At the completion of this module, participants will be able to:

- Identify additional opportunities to lead by example through sharing the glory
- Practice sharing the glory in an appropriate way
- Realize the impact that sincere recognition has on morale and retention

"No one who achieves success does so without acknowledging the help of others. The wise and confident acknowledge this help with gratitude."
—Alfred North Whitehead