



Celebrating Success!

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Celebrating success is necessary to the sustainability of a positive culture in your organization. Celebrating is a way to tell the story of the venture you and your staff have been on. Success is the culmination of a dream, the leap, the fight, the climb, and finally the arrival of the dream. The dream becomes real.

I believe we need to celebrate small successes, as well as, the larger, more grandiose successes. It is the celebrating of the small successes that tells your staff you are watching and appreciating all they do to make your organization profitable. Managers and supervisors have a great deal of influence over how the worker feels about their work and themselves as a person. It is in this everyday contact that holds the key to managing people and their production capacity.

How the worker feels about their organization, the management, their team, the work they are doing and themselves all combine to either positively impact their workday or

drag down the productivity. This is especially true for those individuals who perform creatively, those problem solvers. The Harvard Business Review published an article in 2011 reporting their findings from a study on the power of a person's inner work life and their performance. The study rebuts the commonplace claim that high pressure and fear spur achievement. "People are more creative and productive when their inner work lives are positive – when they feel happy, are intrinsically motivated by the work itself, and have positive perceptions of their colleagues and the organization."

So, then what can a manager, supervisor, or leader do to set up a positive environment where healthy inner work life can survive? There are predictable triggers that can inflate or deflate a person's inner work life.

- Progress – workers thrive on seeing progress, even the slightest move ahead can be termed as a good day at work.

- Catalysts – actions that directly support work, which includes help from others, person or group.

- Nourishers – events that show respect

and words of encouragement.

- Meaningful Work – understanding why the work is important to the organization, the product, the customer, and to the world.

Those predictors that can deflate a person's inner work life are the opposites, setbacks, unsupportive co-workers and managers, and a lack of understanding of how their work makes a difference.

An effective manager can establish themselves as a resource for those they supervise while making sure to check in on employees while never seeming to check up on them. This philosophy can be established at any level of management and is a personal choice. This way of thinking may mean a shift in the "way it has always been done". This type of change is not easy and takes time. However, there are some simple questions a leader can ask themselves at the end of the day.

- Did I provide the workers with clear goals and objectives for the day?

- Do they understand the short and long-term goals and the effect on meaningful work?

- Did the workers have sufficient autonomy and resources to solve the problem and were

they able to take ownership of the project?

- Did they have all the resources to move forward sufficiently?

- Did I show respect to all members of the team by recognizing their contribution and progress?

- Did I bring encouragement to the team when they faced challenges?

These are just a few questions a manager, supervisor, or leader can ask themselves when reviewing the day and planning for tomorrow. Celebrating the successes, the small wins, can go a long way in enhancing the bottom line in your organization. Take some time to reflect, become more aware, and don't forget to celebrate. You're Worth it!



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