



## LEADERSHIP COACHING NEWSLETTER

### This Month's Topic: **Praise and Thank You**

My dad loves the saying, "You can attract more flies with honey than with vinegar." Although I thought bees, not flies are attracted to honey; I understand the meaning behind this saying that my dad uses as his personal mantra in life and has instilled in me since I have been a child.

Just as flies are more likely to be attracted to honey than vinegar, you are more likely to make your employees happier, more satisfied and more productive by praising them and thanking them for a job well done. We all know, giving kudos and saying thank you is a good idea for many reasons, but my experience in working with managers and executives for 20 years is that we *think* we do this more often than we actually do in reality. And employees at every level need to know on a consistent basis where and how they are making a difference and a contribution to the company.

#### **Awards and rewards.**

Many years ago, Wells Fargo published *101 Awards*, a publication that gave their managers creative ways to reward their employees. I have always loved the idea of inspiring managers to reward, reinforce and thank their employees for a job well done. There are many ways to say thank you for a job well done and I appreciate your effort; and here are just a few creative ways to add to your list or to start a list for your managers that you might even publish like Wells Fargo does.

- A day a work with a senior executive
- 5 shares of stock
- A star named after them
- Dinner for two at a restaurant of their choice
- A visit from the President to their departmental staff meeting
- Lunch or breakfast with the President
- An all expense paid trip for one to a Shareholder meeting with an introduction to the shareholders
- A week off with pay
- Two tickets to a New Year's Eve gala in their hometown
- A dozen bleacher seats at a regularly scheduled night or weekend sports event
- A career counseling interview with a senior executive of your choice
- Payment of your December home mortgage
- Four annual passes to Disneyland, SeaWorld, Magic Mountain, or Universal Studios
- Initial membership fee and first month's dues for a spa or health club
- Two sessions with a financial planner of their choice
- Continental breakfast for your entire department served by the head of your department
- A hot air balloon ride for two
- A weeks' worth of temporary help for the non-profit of your choice.
- One complete automobile detailing
- Flowers delivered to you once a month for a year
- A menu item named in your honor by the company cafeteria



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### Questions to ask yourself.

Who have I rewarded (don't count promotions or bonuses) this past year?

Who has done something worth rewarding lately?

What system could I put in place for myself to review possible future reward candidates?

We can never say thank you enough to those who do good work. Adding a little extra "gift" just makes the thank you a bit sweeter like honey and a bit more fun for both you and them.

### Recommendations

Recommended reading: *"How to Recognize and Reward Employees; 150 Ways to Inspire Peak Performance"* by Donna Deeprose.

Recommended Corporate Leadership University training courses: Click [here for more information](#). These courses are conducted by Vision Quest Consulting at your location of choice. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

We offer leadership and executive coaching, training courses and consulting services to help organizations develop a deep talent bench. We focus on giving good managers tools to use to make them into more effective leaders. Call or email us for more information. 978-692-4454, [wcapland@visionquestconsulting.com](mailto:wcapland@visionquestconsulting.com)

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