

Asking Accordant

Recognizing Team Member Efforts



It's common for organizations to have some combination of in-person, remote and hybrid work environments. When the team rarely (or no longer) gets together onsite as a group, it can be challenging to build up each other, recognize outstanding efforts and to simply say a personal, face-to-face thank you. This new work environment has challenged leaders for the most effective ways to lift their teams to build or enhance morale. Some of our Accordant experts have been asked to address this very topic. How can you implement their suggestions?



In today's new work environment (in-office, remote, hybrid), what are the best ways to recognize the efforts of team members?

ANSWERS:



[Molly Davidson](#) | Accordant Senior Consultant for Communications

With such diversity in our teams, a one-size-fits-all approach for team member recognition doesn't work. Why not start by giving team members various options and learning how they would personally like to be recognized? Do they want peer or organization recognition? Do they want an incentive or gift? Do they want lunch with organization or philanthropy leadership? Rather than predetermining how we want to recognize our teams, let's start by asking them what recognition would be the most valuable and meaningful to them.



[Michelle Rovang](#) | Accordant Principal Consultant

Employee recognition is a core ingredient in creating a [culture of gratitude](#) within your organization. In fact, the most successful groups and teams strive to recognize team members by establishing a common goal with achieved metrics and subsequent celebrations. While it may sound like a kindergarten lesson, the author of [The Culture Code](#), Daniel Coyle, says the most highly successful teams remember their thank-yous. Even Spurs coach Gregg Popovich makes it a practice to thank his players for allowing him to coach them. Have you thanked your

team? While some team members may blossom with public accolades, other team members may appreciate private notes of appreciation and personal conversations. Praise isn't expensive, but it's invaluable. Determine what works best for the individuals on your team and embrace the role of each individual in the team's and organization's success. When creating dashboards for your philanthropy goals, create opportunities to celebrate particular metrics and champion the success of the team.



[Heather Wiley Starankovic, CAP®, CFRE](#) | Accordant Principal Consultant

Start by asking them. Don't assume you know what motivates them or touches their hearts with recognition. You can't go wrong when you involve folks in the conversation. Be creative! I recall an organization that used to have a large holiday event to recognize team members. After a quick poll and speaking directly with the employees, it was discovered that the reward of time back was priceless—especially time with family. So instead of an employee-only event, they invited all team members and their families for a picnic on a Friday afternoon, with a short workday. The feeling of true appreciation (and feeling heard) had a much more positive impact.



[Jessica Carswell, CFRE](#) | Accordant Senior Consultant

Focus on personal outreach and recognition that fits their communication methods and preferences. Don't assume everyone wants a shout-out during a large team meeting. Be genuine in your recognition. Team members can recognize true authenticity versus checking off a box. Recognize even the small things and thoughtfully acknowledge the heavy lifts in ways that fit those who are deserving.



[Andrew Watt, FCIOF](#) | Accordant Senior Principal

I don't think things have to necessarily change due to team member location. Leadership must always give credit where credit is due, whether to the person who initiated an idea, to those included as part of generative thinking or to those who directly support others in their work. I've always struggled with "awards" and one-off recognition. I think that demonstrating the value placed on each individual and their contribution is key and should be ongoing, leaving each team member feeling appreciated and valued along the way.



What health care philanthropy, leadership and community health advancement questions do you have for Accordant? Please email us [HERE](#).