

OPERATION LIVE MODE

Week 1

Paper based thank you notes

PAUSE + REFLECT

- Good
- Bad
- need to do differently?

Week 2

Trial out System/web-based Rewards / thank you tracker

PAUSE + REFLECT

- Good
- Bad
- need to do differently?

Week 3

Group Discussion/Session

→ Which system did they prefer

→ Did you feel differently?

→ 3 things to do more...?

→ 3 things to do less...?

Week 4

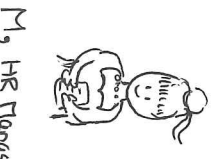
Implement System/web-based tracker again after a counting + adjusting for feedback

CONVICTION

of mobilising the above plan!



1 This reward system is a good idea, but I'm worried about the competition that may be inadvertently be introduced to colleagues



1 This is a great idea I'm happy to use the HR system we have to test the web-based 'thank you' system - I will 'Open up' the section at the HR system we've not yet used where you can give one another a badge for being a useful/helpful

2 4 weeks is okay as a starter for ten!

3 4 weeks is too short a trial, but a good starting point



1 I like the skills exchange as a prize

2 We need to ensure people know this is not about a 'popularity contest' it's about giving thanks!

1 We have this reward system already in our work place, but I worry about the value of the gift... which becomes a budgetary burden

A, external

