



THE **THANKTANK** **WORKSHOP**[™]

EMPLOYEE RECOGNITION TRAINING FOR SUPERVISORS, MANAGERS & TEAMS

THE **THANKTANK** **WORKSHOP**[™] motivates, educates and inspires supervisors, managers and/or teams to utilize employee recognition in a whole new way.

In our time together we will identify what is important to you, your people and your business, explore various recognition options, and equip you with practical and comfortable tools and techniques that reflect your personal management/work style.

The time commitment is approximately 90 minutes to two and a half hours. Enough time to focus on current challenges, get a solid understanding of proven recognition processes and business strategies and leave with an individual action plan.

Training Objectives

At the completion of THE **THANKTANK** **WORKSHOP**[™] participants will be able to discuss and integrate the following into existing business practices:

- √ The role recognition plays in performance management & improvement
- √ Current motivation theories & principles that demonstrate why recognition works
- √ How to align recognition efforts with organizational values and business goals & objectives
- √ How to design a recognition action plan specific to your business

The 6 Components of Workshop

1. Introduction
Individual recognition challenges and opportunities
2. Understanding the science behind recognition
Motivational theories & options
3. Making a business case for recognition
Stats & Facts
4. Aligning recognition efforts to business goals & objectives
Recognition processes and business strategies
5. Exploring recognition opportunities
Informal & Formal Recognition
6. Creating and implementing an individual action plan



THE **THANKTANK WORKSHOP™**

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THE **THANKTANK WORKSHOP™** is designed to motivate and support your team beyond the classroom training session...

A WEEK BEFORE: Pre-training Newsletter

A week before the scheduled training session a newsletter will be delivered to each participant. The newsletter informs participants about the training objectives, session's agenda and general information regarding recognition. In addition an optional pre-training exercise is included.

DAY OF TRAINING: Business-Specific Action Plan

Participants will leave the training session with an individual plan to take on their recognition challenges and opportunities. This plan will reflect their specific management/work style and will be ready for immediate implementation.

FOLLOWING THREE MONTHS: Post-Training Support & Encouragement

Once a month for the three months following the workshop, each participant will get recognition tips and ideas via email as a follow up to the initial training session.

Fee Structure

The 90 minute THE THANKTANK WORKSHOP™ \$1,800

Pre-training, post training support and all training materials included in price.

Session minimum: 8 Session maximum: 24

The half-day THE THANKTANK WORKSHOP™ \$2,600

This session covers all six training components of the 90-minute session with a more comprehensive focus on industry trends and specific business challenges.

Pre-training, post training support and all training materials included in price.

Session minimum: 8 Session maximum: 24



KATHE FARRIS
PERFORMANCE MANAGEMENT CONSULTANT

Kathe Farris is an entertaining, informative and experienced trainer and consultant. Her quick wit, to the point, energetic style is contagious and memorable. Kathe uses her experience as an accomplished recognition consultant, stand-up comedian and corporate trainer to educate and inspire your managers with the latest in recognition trends and practical ideas for motivating employees.

Kathe started as an internal recognition consultant for BankBoston. Throughout her eight-year tenure, her primary focus was employee recognition, program management and management training. Kathe was responsible for implementing the organization's corporate-wide peer recognition program domestically in 1995 and internationally in 1996.

Kathe has consulted with numerous organizations, including McGraw-Hill Publishing, The Department of Defense, Mary Kay Cosmetics and Blue Cross/Blue Shield Health Care. She has worked with managers at Caterpillar, Ameritech and Delta Airlines, AIPSO and Eisai to name a few, in the fields of reward and recognition, employee morale and performance management.

Kathe is a founding member of the National Association for Employee Recognition (NAER), she served on the executive board as vice president for two years and has been on the advisory board of directors for the past five years. In 1991 she designed the initial certification training session, "Recognition 101", and for three year trained recognition professionals, consultants and managers all over the country. In addition she served as a contributor and Recognition National Advisory Member to Human Capital magazine. Kathe is featured in Bob Nelson's "1,001 Ways to Reward" video, and "1001 Ways to Take Initiative at Work", "The 24 Carrot Manager" and "The Joy of Recognition".



CLIENT **FEEDBACK**

HIGHEST RATED SESSION AT THE INSTITUTE FOR INTERNATIONAL RESEARCH MEASURING AND IMPROVING CUSTOMER SATISFACTION CONFERENCE

OVER 95% OF PARTICIPANTS WOULD RECOMMEND US TO OTHER COLLEAGUES

“Fun, Motivating & Interesting”

“Great, memorable examples!”

“I felt the session was worth the time. It helped me understand different ways to recognize people and how to show that recognition. It also made me aware of how important recognition is.”

“Kathe is very engaging.”

- DPC Inc.

“It was open and down to earth. The reward vs. recognition analogies were very powerful and sent the message.”

-Tri-R Recycle Inc.

“The information was presented in a way that made it real.”

- Ace Metal Co.

“The training was very interesting and upbeat. It helped me to get a handle on the people side of my business – the part that is normally skipped over in school.”

-Caterpillar

“This brought a lot of awareness to “personal” recognition that touches individuals deeply. (Kathe) showed us that a few minutes can mean tons.”

-Ameritech