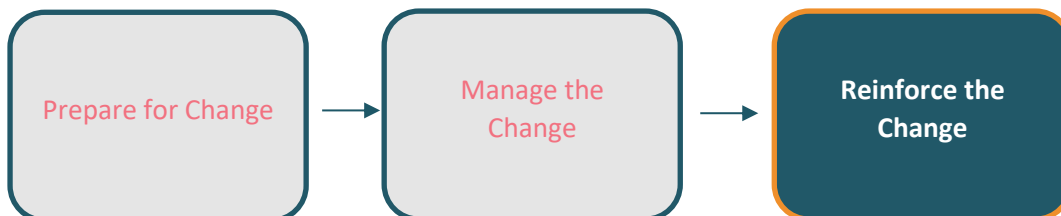


Celebrating Success

Celebrating success benefits our individual feelings of inclusiveness – helping us to feel appreciated, valued and listened to – all of which play an important part on any journey through change.



Why should we focus on celebrating success?

Celebrating the success of a change not only acknowledges it, but also helps to reinforce it. By acknowledging and celebrating milestones or successes – no matter how big or small - you are actively showing stakeholders that you value the collective effort taken to reach (or move closer to) a desired future state.

Identify and share celebration ideas – as a team

Sometimes the best way to plan or organise a celebration is to actually ask those who will be participating, their thoughts on what they would like to do. By being asked to share their thoughts and ideas, people are more likely to show an interest in participating in celebration activities. Don't just limit this to the project team– ask and involve People Managers and staff who are impacted or involved in a change for their ideas too.

Ideas for Celebrating Success

Here are a few ideas that have proven successful in celebrating success, no matter how big or small:

- Using Senior Leader 'stand-ups' or meetings as a channel to give recognition to staff and communicate what has been accomplished. By receiving this public appreciation from Senior Leaders, staff feel a sense of belonging and that their input has been valued during this time of change.
- Have a shared morning tea – this is an inclusive and social option to bring everyone together and acknowledge the collective effort of what has been achieved.
- Does your organisation have an intranet page or frequently use social media channels? You could give a 'shout out' to staff using these tools.
- Head off site and undertake a team activity – have fun together and celebrate the achievements as a team.
- Remember a celebration doesn't necessarily have to be extravagant or public in order to count. To celebrate the efforts of a small number of staff, why not take the time to write a hand-written note or card to recognise an individual's contribution, or even taking the time to verbally give thanks and communicate why you value their involvement – drop by their desk and let them know why their contribution was so important.