

CHAPTER 11 SUMMARY

RECOGNIZE CONTRIBUTIONS

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LS 318 DYNAMICS OF BIBLICAL LEADERSSHIP

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In chapter 11 we discussed why it is important to an organization to celebrate and recognize other's accomplishments within the organization. Authors James M. Kouzes and Barry Z. Posner believe that, recognizing all victories, including the very small ones and setting aside time to celebrate successes are very important parts of the job of leadership. People should have constant reinforcement that they matter to each other, to their leaders and to the overall success of the organization, whether church, work, or school.

“One of the more common complaints about recognition is that it's far too often highly predictable, mundane, and impersonal,” according to Kouzes and Posner. People should be recognized for their unique skills or talents. This helps show appreciation for what the individual person brings to the table. Leaders recognitions should be authentic, and this can only be done when the leader takes the time to build strong relationships with their team, so they can tailor the rewards to the person. Recognizing employees work and behavior is an important motivation strategy, but organizations need to keep in mind the importance of the personal touch.

Kouzes and Posner state, “Not enough people make sufficient use of the most powerful but inexpensive two-word reward: Thank you.” The more team members feel that they are, and their contributions are appreciated, the more engaged, energized and motivated they are likely to be. But recognizing and celebrating success goes beyond simply boosting employee confidence. It's a valuable tool for unifying your team and keeping them directed toward the leader's overall vision. Whatever the method, it reminds people that goal setting works and unifies everyone around a positive outcome. One of the biggest underlying reasons for recognition is to help people feel valued. Leaders need to remember that even a few genuine words can leave a lasting impact and create a happier work environment.