



Reward and recognition

EcoMastery Success Program
~ Growing and Nurture Module 4.2

Our Core Values



Communication
Attitude
Proactive
Extra mile
Determined

Fun
Respect
Others
Growth
Honour



Our Rules of Play

- 1. People Will Do What You Do**
- 2. Your Past Does Not Equal Your Future**
- 3. Be Honest with Yourself**
- 4. If You Need Help, then Ask**
- 5. Challenges Go Up, Praise Goes Down**
- 6. If You Throw Dirt, You Lose Ground**
- 7. Always Praise in Public and Critique in Private**
- 8. Punctuality for All Meetings and Events**



*Your Checklist for this **Module***

- ✓ You have read your **Events that WOW and Connect** Module from your EcoMastery Success Program
- ✓ This Module unpacks steps **Reward and Recognition** to support the success you desire from the EcoForce Global Opportunity. This includes;
 - ✓ The R in your **PEARLS**
 - ✓ The **importance** of Reward and Recognition
 - ✓ Reward and Recognition **Tips**
 - ✓ Random Acts of **Kindness**



Encouragement is oxygen for the soul

The R in
your PEARLS
represents
Recognition

- ✓ Recognise and reward the **behaviours** you want to see in your Team and organisation
- ✓ Use events to **publicly** recognise and reward those in your Team where recognition is due
- ✓ Recognise **Advocates** who; achieve a new level, excel in a Promotion, lead the way by **living the Core Values and Rules of Play**



Reward and Recognition

Tip # 1

The simple act of acknowledging people on stage is priceless

1. Be Duplicatable

- ✓ Conduct your recognition and awards in a way that is easy to **duplicate**
- ✓ It is not about the cost of the award, rather the **value of the recognition**
- ✓ Recognise and reward **significance**



Reward and Recognition

Tip # 2

Never become complacent to how important reward and recognition is

2. Use Events

- ✓ Reward and recognition at events grows your organisation and promotes **momentum**
- ✓ Everyone loves a **winner** - Advocates who achieve new levels prove and promote **what is possible** and **inspire others**
- ✓ **Build excitement** around the Award Ceremony
- have this toward the **end** of the event



Reward and Recognition

Tip # 3

If you do not show appreciation to those that deserve it, they will learn to stop doing the things you appreciate

3. Encourage Speeches from Recipients of Awards

- ✓ Manage these to be brief yet powerful
- ✓ Allocate time limits for speeches
- ✓ Allocate more 'airtime' for those who achieve higher levels



Reward and Recognition

Tip # 4

In between goals is a thing called life that has to be lived and enjoyed

4. Leaders to take responsibility for their own Team's reward and recognition

✓ Create a duplication of this process through the ranks of your organisation on every level



Reward and Recognition

Tip # 5

5. Take Photos

- ✓ Use to promote Advocates in newsletters
- ✓ Use to encourage Advocates to pursue other goals

“A life worth living is a life worth recording”
- Jim Rohn



Reward and Recognition

Tip # 6

“Feeling gratitude and not expressing it is like wrapping a present and not giving it”

- William Arthur Ward

5. Have leaders reward their leaders publicly

- ✓ This edifies the leader of the leader
- ✓ Lets others know what the process is
- ✓ This supports duplication and multiplication within your organisation



Reward and Recognition

Tip # 7

“True leadership is servanthood. Put the interests of others at the centre of your decisions”

- Dave Ramsey

7. Your leaders and you are there to serve, not to be served

✓ **Every new Advocate has the potential to be the next key Advocate – treat them all as VIPs**

✓ **It is all about adding value to others ... and the planet**



Additional tips for reward and recognition

*“The best gifts are
those unexpected
gifts we receive when
there was no reason
... just because”
- Karl A Mikkelsen*

✓ Random Acts of Kindness

Carry out random and thoughtful things that tell your Team they are valued and appreciated

✓ Record the Anniversary Date your Advocate registers

Send your personally referred Advocates something unexpected on their anniversary of registering with you

✓ Wish you were here!

*Send postcards from places that will inspire your Advocates
- Tree Warrior Trips, Immersible Adventures, etc*

✓ Hold Leadership Events to inspire and support your leaders

✓ Create something unique to inspire, build unity and promote momentum within your Team



Your Review

- ◆ Encouragement is **oxygen** for the soul
- ◆ **Recognition and Reward** is an important part of how you do business
- ◆ Ensure your recognition and reward processes are **duplicatable**
- ◆ Use the power of **events** to recognise and reward publicly – **build excitement**
- ◆ Ask for **brief impact speeches** from award recipients
- ◆ Leaders take responsibility for **their own Team's** reward and recognition
- ◆ Take and use **photos**
- ◆ Leaders **reward** their leaders publicly
- ◆ All leaders to serve, not to be **served**
- ◆ Carry out **Random Acts of Kindness**



If this was the last tree on Earth
there would be no tomorrow

One person can change the world
Imagine what a **tribe of us** could do

Share EcoForce

and help save our planet

... one tree at a time!

It's time to #BuyaTree

