

# E. WHY WE STAY?

- **ENCOURAGE ACTIVITIES THAT CENTER AROUND FOOD AND FUN**

For example, have potlucks with a cultural theme. Your team could prepare a range of simple dishes to celebrate a particular culture of one or more of your employees. The result? A relaxed way for people to connect away from their desks and day-to-day work and learn more about their colleagues' traditions and backgrounds while enjoying their work environment. Repeat the exercise with different themes once a month.

- **CELEBRATE PROJECT MILESTONES**

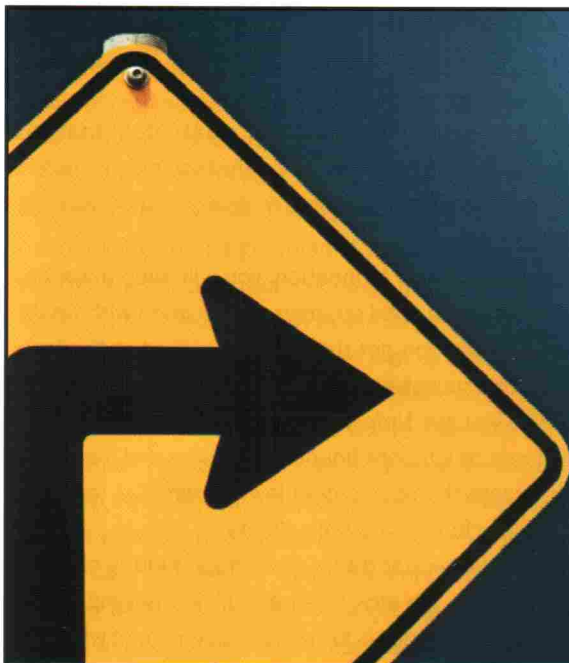
Your employees are often tasked with implementing complex billing projects on behalf of one or more of your clients. How often do you intentionally mark a milestone or completion of such projects? Create opportunities for the team to revel in the success that they have achieved for themselves and for your organization. In the words of Michael Le Boeuf, "Behavior that is rewarded becomes behavior that is repeated."

## Conclusion

Consider what you can do to directly impact the atmosphere of your workplace in terms of implementing intangible motivators. You will see a notable difference in attitudes and engagement levels that impact positively on your business and your own leadership style. ■



*Michelle Ray, Workplace Relationships & Leadership Expert, is a leadership and workplace motivation expert who demonstrates a deep understanding of team dynamics, interpersonal communication, service excellence, and personal accountability. Over more than sixteen years, Michelle has worked with hundreds of leaders and their teams by helping them create effective business relationships and positive workplaces. She is a sought-after international keynote speaker, seminar leader, and author.*



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