# Ways to celebrate your team’s success!

*It is important to celebrate your team’s success, especially when undergoing a practice change. Give recognition and positive “shout-outs” during team meetings. It builds a positive practice culture and shows that you appreciate the team’s effort and value them as team members. Here are some other creative ideas to consider when celebrating your team’s success.*

Service recognition award

Presenting service recognition awards is a great way to reward specific members of the team who have played an integral part in the success of an improvement activity or program. Service recognition awards can include:

* Employee of the Month
* Service Excellence Award
* Rising Star Award
* Above and Beyond Award

Letter from leadership

A signed letter from leadership recognizing the team for their efforts can be an effective tool. Below is sample language that can be used.

*Dear XXX,*

*On behalf of [insert organization’s name], I want to thank you for your efforts in implementing [XXX] program. Your hard work has contributed to the overall organization [insert improvement metrics here] by [XX%]…We are fortunate to have you as a part of our team!*

*Sincerely,*

*Name*

*Title*

*Organization*

Certificate of participation

Distributing participation certificates is also a great way to recognize all team members who have contributed to the improvement activity or program. A variety of participation templates are available free of charge on the web. Personalize these by adding your organization’s logo.

CV or resume listing

Suggest to staff that they include their accomplishments on their CV or resume. Correlate how their involvement in a project made a positive impact on the practice. You can also offer to be a professional reference if needed in the future.

*Example:*

*Led a quality improvement project focusing on XXX (Diabetes, immunization, etc.) that resulted in improvement in rates of X (patient satisfaction, immunization, etc.) within our practice.*

Newsletter brief

Recognize members of the team by submitting their story to your practice or organizational newsletter. Highlight their achievements and express your appreciation. Be sure to include a picture!

*Example:*

*“We would like to recognize Mary for her dedication to providing our patients with the highest quality of care. She has been integral in improving our patient satisfaction scores and we continue to receive wonderful feedback from patients regarding her positive attitude and caring demeanor. She is truly an asset to our team and this organization!”*

Other ways to show appreciation

If reasonable and financially viable, it is nice to recognize and reward staff with a catered breakfast or lunch. You could also include a gift card with the service recognition awards.

Another way to show appreciation for promising, hard-working employees is to give them additional opportunities to succeed in the practice through special projects or initiatives. If possible, offer to send them to a professional development course. This shows that you value their contributions and are invested in helping them grow as employees.

Source: *AMA. Practice transformation series: improve care for patients with type 2 diabetes. 2017.*