



CHRISTOPHER LITTLEFIELD

THE ART OF RECOGNITION & ENGAGEMENT: HOW GREAT LEADERS TAKE CARE OF THEIR PEOPLE

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Do your people feel valued by you as a leader? If not, they may be looking for another job. In today's competitive labor market losing a key person can be devastating for your organization. Yet, many leaders use the excuse of being too busy to avoid having the simple day to day conversations that would have had their employees stay. When effort goes unnoticed it turns into resentment, unaddressed issues turn into toxic dynamics, and fed-up high-performers leave. If you want to build and maintain the respect, trust, and relationships that have people feel valued and allows great work to get done it is time to master the Art of Recognition and Engagement.

After watching a 15-minute recognition activity transform what had become a toxic dynamic on his own team, Christopher spent the next year interviewing 400+ people to understand the role of recognition in relationships and what employees need to feel valued at work. He has since spent the last decade using his research to help leaders across six continents create cultures people love.

In this highly interactive program, leaders will be exposed to a hidden side of recognition, learn the most common misuses of recognition that sabotage engagement efforts, and how to master both standard and reflective recognition. Christopher will introduce you to the core elements of engagement, help you assess how you are doing with your people, and provide strategies to address any gaps. You will leave with an abundance of tried and tested check-ins, relationship building activities, team rituals, and tools to help you maintain an employee experience that gets results.

This program will help leaders:

- Understand what your people really want and need to feel valued and be at their best.
- Learn the key ingredients for engaging employees, assess your current performance with each employee, and set follow-up actions to address gaps.
- Master the most fundamental leadership imperative of day-to-day appreciation and recognition.

Competencies Addressed: Builds Effective Teams, Develops Talent, Drives Engagement, Drives Results, Instills Trust

CHRISTOPHER LITTLEFIELD

Christopher Littlefield is an international and TEDx speaker, an expert in employee appreciation, recognition, workplace culture, and the founder of Beyond Thank You. He has trained thousands of leaders, across six continents, on how to understand what their people want and need to be at their best. His clients include Accenture, Boston Medical Center, Lebanese Postal Services, MIT Sloan School of Management, the Reserve Bank of Australia, Salesforce, the U.S. Army, the United Nations, and more. His work has been featured in New York, Inc., Mindful, and British Psychologies Magazine, and profiled in the Harvard Business Review. Christopher is a regular contributor to Forbes and the Harvard Business Review and the author of the bestselling book, *75+ Team Building Activities for Remote Teams*.



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