

Recognition that Resonates

Making Workplace Appreciation Meaningful, Impactful, and Actionable

Why Adaptive Communication Matters

Appreciation isn't about grand gestures—it's about **knowing what truly resonates with each individual**. A lack of meaningful recognition leads to disengagement, while well-placed, thoughtful appreciation drives **trust, motivation, and team cohesion**. Yet, many leaders and teams struggle with how to make recognition personal, consistent, and effective.

Recognition that Resonates helps leaders and teams identify, understand, and apply appreciation in ways that genuinely connect—enhancing morale, performance, and workplace culture.

The Business Case for Meaningful Recognition

Recognising employees in ways that matter drives engagement, trust, and performance. When applied effectively, appreciation reinforces a workplace culture where people feel valued and motivated to contribute their best.

- **Strengthen Workplace Relationships:** Teams that feel appreciated work better together.
- **Improve Retention & Engagement:** Employees who feel valued are more likely to stay, contribute, and grow.
- **Build a Culture of Trust:** Recognition creates a sense of belonging and psychological safety.
- **Boost Productivity & Performance:** Feeling valued leads to increased motivation and effort.

What the Training Covers

- ✓ **Understanding Appreciation Styles** – Identifying how individuals prefer to receive recognition.
- ✓ **Applying Recognition in the Workplace** – Making appreciation timely, relevant, and effective.
- ✓ **Aligning Recognition with Workplace Culture** – Ensuring appreciation reflects organisational values.
- ✓ **Overcoming Common Recognition Pitfalls** – Avoiding generic, transactional, or ineffective praise.

This program is delivered as a 2-hour interactive workshop, available face-to-face.

Why Choose Well-Led Workplaces for Communication Training?

At Well-Led Workplaces, we don't just talk about recognition—we make it **actionable, relevant, and easy to apply**.

- **Designed for Every Team:** Appreciation is a workplace-wide skill, not just a leadership function.
- **Practical & Interactive:** Engaging discussions and real-world applications.
- **Tailored for Your Workplace:** Aligned with your organisation's unique culture and goals.
- **Led by Experts:** Facilitators who bring real experience in leadership, motivation, and workplace dynamics.

What People Say

"I now understand that my language of appreciation is different at home and work, and it's different with different people. What sounds confusing is now easily clear!"

– Employee, October 2024

"Being specific about how you care for someone takes the working relationship to a different level. It's not knowing all the details about the person but knowing how they feel appreciated. Thank you, Julie, for facilitation of the really hard conversations that came up, we all felt safe, seen, and heard. "

– Manager, July 2024



Take the Next Step

Equip your teams with **adaptive communication skills** that strengthen relationships and drive workplace success

✉ **Email:** support@well-ledworkplaces.com.au

🌐 **Website:** www.well-ledworkplaces.com.au

☎ **Phone:** 0413 399 793