

Peer-to-Peer Recognition

Target Audience: Mid-level leaders

Purpose To offer a simple extension of appreciation.

Description Each week at a regularly scheduled time, have squadron team members recognize each other for activities they do that may otherwise go unnoticed. The person can be recognized in various ways. As an example, the 821 CRS uses poker chips with their squadron patch on one side and “Got feedback?...Hell YES!...just wanted to say thanks” on the back. The poker chip has no significance but is a low cost option that promotes collection without clutter. Team members are asked to purchase a chip for \$1 to recoup costs and to create buy in to say thanks. The Profession of Arms Center of Excellence (PACE) uses note cards that have a core value as the header.

- Employ**
- Decide how often you would like to get together to extend appreciation.
 - Choose what kind of token you would like the person to receive (poker chip, thank-you note, etc.)
 - Lay out your ground rules (example: poker chip costs \$1 and can only be purchased the morning of)
 - During the presentations, learn about the great activities Airmen do often below the water line of normal information available to the Command team.

