Faculty/Staff/Administration
Engagement Commitment Plan

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These are the engagement items on which we will focus: GOAL CATEGORY:
Employees committed to quality Q04

Area of Opportunity:
In the last seven days, I have received recognition or praise for doing good work.
This is what we will do to drive increase faculty/staff/administration engagement on this item:
The marketing department will create the FISCHY GRAM program to allow each employee, and others they work with, to express gratitude for work-related activities. Awards will be given in the following categories:

1. **Leaping into Action**
   There are two kinds of people those who shy away from opportunities and those who jump at them.
   I “caused an effect” by taking initiative, jumping at a chance to get involved, leading the way.
   My enthusiasm motivated others.

2. **Building Bridges**
   Communication and cooperation help build bridges and strong relationships with others. I “caused an effect” by making connections, facilitating communication, sharing information.
   My actions brought people together.

3. **Dreaming up a Bright Idea**
   New ideas spark creativity, initiate change, and inspire success. I “caused an effect” by asking the right questions, thinking outside of the box, looking at things in a new way.
   My creativity inspired others.

4. **Making it Happen**
   There are those who let things happen, and there are those who make them happen. I “caused an effect” by overcoming obstacles, suggesting solutions, exceeding expectations.
   My perseverance got the job done.

5. **At the Head of the Class**
   Smart people never stop learning and they use their knowledge to improve the organization. I “caused an effect” by learning a new skill, searching for more information, sharing wisdom with others.
   My talents make the team stronger.

This is what success will look like:
A placard (see samples on following pages) will hang in front of every employee’s office that will allow them to display their FISCHY GRAM awards. They will receive public recognition for doing extra work-related tasks and assisting other team members to accomplish department goals and objectives.
Leaping into Action

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