The POWER of ACKNOWLEDGMENT:

ENERGIZING PROJECT MANAGEMENT

Judith W. Umlas

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The presentation includes the following topics:

- The life and work altering power of Acknowledgment
- Creating powerful and gratifying relationships through Acknowledgment
- The significance and necessity of authentic acknowledgment
- The 4 of the 7 Principles of Acknowledgment
- Acknowledgment of Project Managers around the world!

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The Principles of Acknowledgment

Principle #1: The world is full of people who deserve to be acknowledged.
How to Begin the Journey

Start by practicing acknowledgment skills on people you don’t know very well, or even at all. Then you will begin making the world a happier place.
What Can We Acknowledge About Others?

- Expertise
- Intelligence
- Kindness
- Opinions
- Persistence
- Good work
- Contributions to a team effort
- What else?
Why is Acknowledgment Important?

Effects of acknowledgment
- Sense of self-worth
- Excitement
- Joy
- Purpose for living
- Sense of contribution
- Documented physical changes, both for giver and receiver
- “Pay it forward” types of behavior

Repair of the world – one person at a time!
Why Acknowledgment Can Be Difficult

What prevents some people from acknowledging others:

- Complete the following statements:
  - It is sometimes difficult to acknowledge my co-workers because ____________
  - It is sometimes difficult to acknowledge my family members because ____________

- Give your ideas
The “Knock Your Socks Off” Power of Acknowledgment

People you should and don’t acknowledge, or don’t acknowledge enough:

- Why should they be acknowledged?
- How will you acknowledge them?
- When will you acknowledge them?
- Think about how you will feel when you acknowledge someone important to you
- One person you will acknowledge and for what

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The Principles of Acknowledgment

Principle #2: Acknowledgment builds intimacy and creates powerful interactions.
Building Relationships Through Acknowledgment

Acknowledgment improves relationships

- builds self-worth and level of performance

Creates positive environment

Someone you work with that you have had challenges with: What can you acknowledge about him or her?
The 3 Myths of Acknowledgment

1. Too much waters it down, makes it worth less.
2. Worrying whether you value them makes them work harder.
3. A rare acknowledgment is treasured more.
There are many things people do each day that we can acknowledge but don’t.

- Steps to take to assure follow through, or…

- How to get them from your brain to your mouth
The Principles of Acknowledgment

Principle #3: Acknowledgment neutralizes, defuses, deactivates, and reduces the effect of jealousy and envy!
Acknowledgment Overcomes Envy and Jealousy

- Jealousy and envy create conflict and anxiety
- Toxic quality of these emotions
- Acknowledgment of someone you envy clears the channels and opens communications
- Importance of authenticity in acknowledgments
Principle #4: Recognizing good work leads to high energy, great feelings, high-quality performance and terrific results. Not acknowledging good work causes lethargy, resentment, sorrow, and withdrawal.
Recognize Good Work

- Creates positive and productive environment
- Simple email - example
- Loyalty and engagement
- Current research: update

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Team Member Areas for Acknowledgment

- Assumes responsibility
- Likes to help others
- Cooperates and collaborates
- Communicates well – listening, speaking, writing
- Keeps big picture in mind
- Embraces diversity
- What else?
Two Scenarios from the Workplace

Scenario #1 – Lack of acknowledgment by manager

- Feelings
- Results

Scenario #2 – Deep of acknowledgment by manager

- Feelings
- Results
Acknowledgment Checklists

- People to acknowledge in my daily life
- People in my family
- People at work

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This presentation included the following topics:

- 4 of the 7 key principles of acknowledgment
- Myths that prevent you from acknowledging others
- Overcoming obstacles to acknowledgment
- Your personal plan for acknowledging others
- Acknowledging your PM colleagues!
Moving Forward

Thank you for attending our webcast

Time for action

Create your own "Acknowledgment Journal"

Age of Acknowledgment

You can help accomplish this!
Come and see us in New York City or at any of our 14 IIL companies around the globe!