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December Newsletter: Celebrate Success Throughout the Journey

President's December Message

Season's Greetings to all our faithful readers! I hope you enjoy this final edition of our 2020 newsletter. We continue this month with our theme of "celebrate success." December is usually a time for lots of celebrations. We get together with family, friends and co-workers. We slow down just a bit to remember what's really important. We eat those treats we deny ourselves most of the year. We may even partake in a tasty libation. But 2020 is different, right? We've been asked to socially distance and keep our celebrations to immediate family. We all wish we could end this year with a little more fanfare, but, alas, it is what it is and we will make the best of it.

My hope for you is that despite the pandemic, you were able to further your journey

toward success, both personally and professionally. If KyCPE can serve you in 2021, please do not hesitate to reach out to us. We would love to be part of your journey in 2021.

Please take time to slow down over the coming weeks. Cherish your loved ones. Show appreciation to those who work for and with you.

Stay well and we will be back in 2021 with more webinars featuring incredible, award winner speakers. We'll continue our newsletters. And most importantly, we'll work to improve results for Kentucky organizations.

Happy holidays!

Karen Dodd, PMP
KyCPE President

Mark your calendar!

December 16 - Webinar hosted by Baldrige Award Winner, Center for Organ Recovery and Education (CORE)

Joe Weber is the Chief Financial Officer for CORE, and has over 3 decades of nonprofit leadership experience.



New Webinar Announced- December 16, 4-5:30 p.m.!

Strategic Planning and Deployment

Senior leadership from the Center for Organ Recovery and Education (CORE) will share their methods for developing strategic objectives, actions plans and responsive implementation efforts with progress measures. These methods are designed to ensure focus on the CORE Mission, Vision and Values. The leadership team and Board of Directors develop breakthrough and short-term objectives using a seven step Hoshin Kanri deployment process that ensures clear objectives and accountability at all operational levels. Performance is assessed during monthly and quarterly reviews.

Join us to learn how their role model planning process works - even (and perhaps especially) during a global pandemic. Engage with us in a Q&A dialogue to assist with applying aspects of their best practices to your organization.

Register on KyCPE's Website



How do you measure **SUCCESS?**

Director of Innovation and Process Improvement, Michael T. Gerusky, discusses the impact of the Baldrige framework on his career and company.

HQ Updates

[Five Organizations Win U.S. Department of Commerce's 2020 Baldrige Awards](#) for Performance Excellence! Winners include the first three-time award recipient and first two-time non-profit recipient. Each organization will be recognized for their top decile performance and share their journey lessons at the April 2021 virtual [Quest for Excellence](#).

Pro Tip - Celebrating Success

by Eric-Stephan Neill

Celebrate Success Throughout the Journey

Last month we discussed celebrating success and one of the points was - don't wait for the end to recognize success. Let's expand a bit on that now.

The concept is similar to the lessons learned activity in project management. Most organizations conduct some form of lessons learned after a project or program completes. In most cases these become nothing more than autopsies, as there is too much distance between the beginning of the effort and the end. Autopsies may tell you what went wrong, but they don't usually tell you what went right.

In this vein, we should look to celebrating success at important milestones or points in the progress of the work effort. This can be tricky as we don't want to trivialize the success celebration to the point that it becomes routine (like participation trophies) – so I recommend skipping the “celebration Friday” approach.

In everything we do there are important milestones – not just the ones in your project schedule and plan, but those that celebrate new members joining and long-time members leaving. Celebrating a new member's arrival as a success is an inclusive act that brings the new team member into the fold. When a member is leaving, it is important to recognize their efforts and thank them for moving the team's work forward. Other opportunities to celebrate success throughout the journey may include reaching a critical mass, achieving final definition statements (think vision, mission, values), after testing a particularly difficult work effort, etc.

There are several keys to celebrating success throughout the journey. Here are some do's and don'ts to consider:

- DO be mindful of celebration opportunities in advance of team forming

- DO allow for celebration time during your regular work hours – respect your teammates personal time
 - DO schedule in advance and include celebrations in your work timelines
 - DO be mindful of teammate arrivals and departures
 - DON'T trivialize – no TGIFs
 - DON'T make it expensive – it is the sentiment and the camaraderie that counts
 - DON'T wait for the end – celebrate throughout the journey with feeling and sincerity
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KyCPE Service Opportunity

KyCPE is actively recruiting committee members. We invite your inquiry into participating in any committees that interest you. If you are interested in a committee appointment, please contact the chair of the Human Resource Development Committee, Bob Gardner at Gardner0711@outlook.com or 859-806-9501.



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