

# HR Workplace|MATTERS<sup>®</sup>



BY SHARON REID GRANNUM, MS,



## HOW TO CELEBRATE THE BEST THANKSGIVING, EVER!

*“Cultivate the habit of being grateful for every good thing that comes to you and give thanks continuously. And because all things have contributed to your advancement, you should include all things in your gratitude.” -- Ralph Waldo Emerson*

Sometimes, all it takes is a single comment in a meeting to change the mood of a subordinate or a supervisor . . . , really! I have often found a sense of humor during my training programs can make or break the session. I find having a sense of humor and sharing laughter to be my greatest asset . . . this is an important characteristic to be that leadership training specialist that I continue to become.

As such, I wanted to share with our readers, a few tipping points on thanksgiving "sweets" that can be appreciated all year round. This should make you laugh while you endeavor to bring this to fruition.

Thus, now that you have returned, maybe this is a great time to bring to the table some left over from the main course -- another little insight on how we can lighten up.

### **The 7 Tipping Points For Laughter:**

The tipping point . . . on today's agenda is called “a thanksgiving meeting.” It is a meeting where you are going to be handing out a whole lot of “thank yous” to the people in your workplace.

#### **Insight #1 - Setting The Tone**

Okay, you are already known to be good at calling meetings, having a plan of action (agenda), and skipping to the chase. So why would this be any different or will it?

- Whether in a group or personal one-on-one,
- Call a meeting that speaks for itself.
- In the general context, **do not include any snacks, or refreshments**
- No awards, no single acknowledgment or anything to that effect.

#### **Insight #2 -- The Agenda for Today's Thanksgiving Meeting**

Embrace the certainty of goal setting, and outcome bound-appreciation driven endeavors. Your ultimate items on this agenda relates to expressing thanks.

- Arrange a meeting with your subordinate(s) and/or your supervisor(s)... consider this a bold thought.
- In the meeting, speak as mature persons, and compliment the person(s) with a positive observation -- a nod is good.
- Do not worry about anyone thinking you are a nose-browser
- The goal is to complement goal with agenda, reinforced with laughter, respect tapered with gratitude -- **that is the goal and your concern.**

#### **Insight #3 -- Plan the Servings With Precision**

How does one season the pot [luck]? The time, length and topic are the ingredients that stir this into motion.

- Arrange the meeting in advance; the person(s) who you called to the meeting could be many or just a single person.
- Call the meeting for a special six minutes of review (10:04 AM), **Start exactly on time. If they come in late, start over. Let them know if their presence is essential.**
- With a little drama, [think drum roll . . . the winning number is]. . .
- Begin with **“This meeting is about what we are seeing around here...”**

#### ***Insight #4 -- Let's Give Them Something to Talk About***

When meetings are called on the spur, associates are often intimidated; today your job is be very good at doing just that, with panache.

- Now, with a serious face, hesitate, then continue and say,
- "Thank you... for whatever you are doing, because things are jumping around here!"
- "It would seem most appropriate to say this today, "Because with all its sham and chaos, I am grateful."
- Have yourselves a wonderful Thanksgiving . . . I give thanks for you . . . thank you!"

#### ***Insight #5 -- Suggested Topics . . . Spruce It Up!***

Recommendations can be made among the staff, but when you are able to "use the gossip" channel, pretend that you heard through the grapevine

- Maybe, it could be about how well everyone contributes around the office,
- How pleased you were about that continuation, the Thanksgiving potluck,
- And/or the contribution that everyone made to such a continuance.
- You can say whatever you can truthfully about the content of the comment.

#### ***Insight #6 – Using Positive Reinforcements***

Everyone can be inspired to do things. This concept is about positive reinforcement with a touch of humor, collective survey results, sufficiently to be emulated.

- Remember, positive inspiration encourages aspirations!
- Listen . . . you will hear the sighs, looks on their relieved [maybe confused] faces, and smile back.
- They will be looking at each other, or directly look at you, with that look . . . [Ha?!]
- You can look directly back at them . . . Trying not to smile or laugh (that could be difficult for me . . .)

#### ***Insight #7: Laughter in Memory***

There is that belief that says if you are always laughing at yourself, you will be laughing a lot – often. The ultimate tipping is about laughing with your staff. This is really a cool experience. Start by laughing at yourself.

- This is a serious, get-to-the-point session.
- Say what you have to say and dismiss the meeting.
- This comment is priceless; food or gift cards cannot equate the esteem that you showered on your "team."
- Pat yourself on the back, and commend yourself . . . you actually shared laughter today!

***Now, go about the day's tasks. Nothing could be a nicer way to express having a great Thanksgiving Day! They Will Be Telling Someone What Occurred Today . . . Just an Insight!***