

ways to make your company a great place to work?



*with thanks for the text to ©Kevin Ryan 2003 and “101 Ways to make your company a great place to work” by John Putzier AMACOM Books 2001

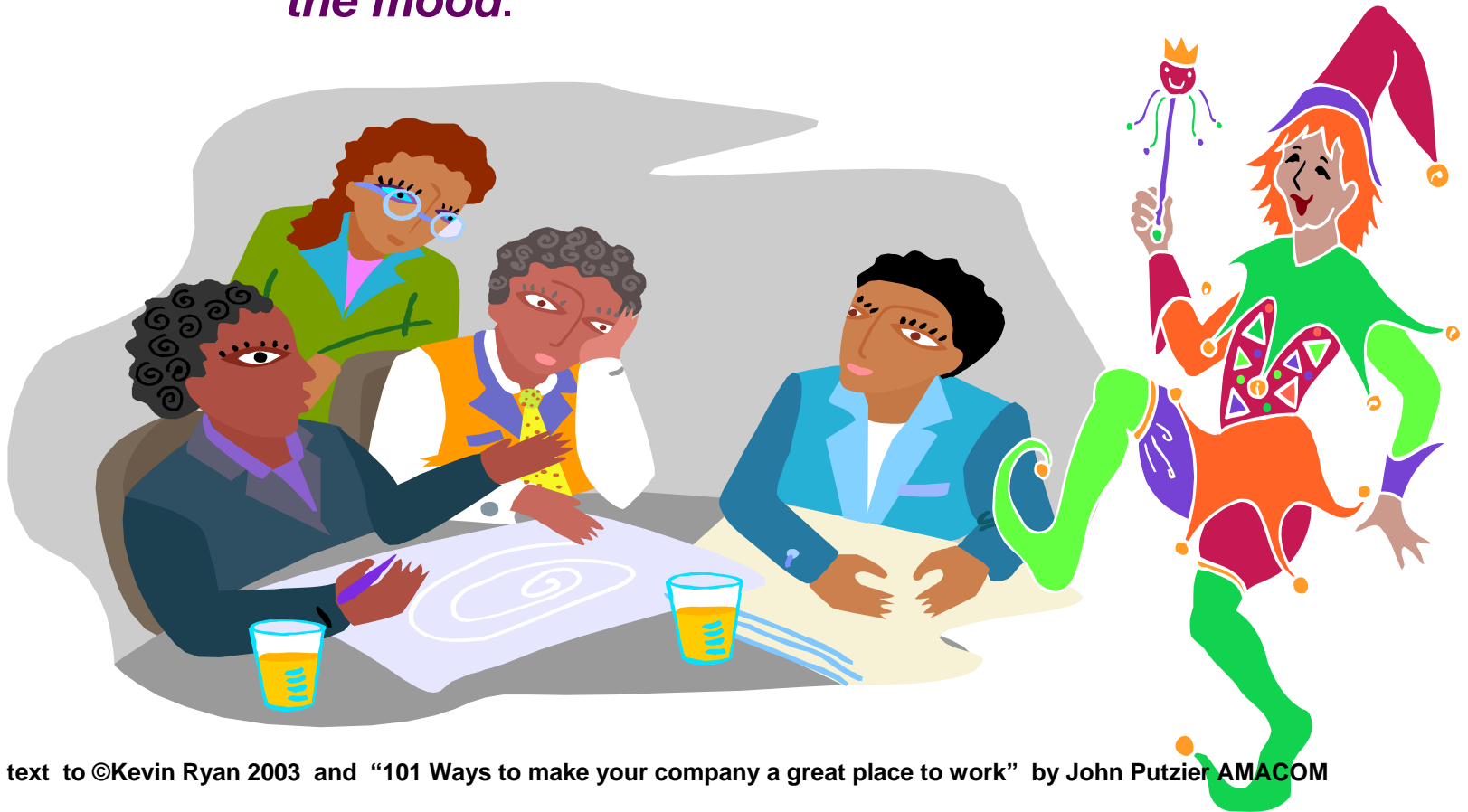
Wear something frivolous – every day if appropriate. It doesn't have to be visible: 'naughty' underwear, silly socks, etc. The fact that you have this on will remind you not to take yourself so seriously. Make this philosophy visible by having a 'Dress for Fun Friday' – just like a Casual Friday, except staff have to add something specifically for fun – silly earrings, bad ties, fun hats, etc.



Think about giving everyone at your office business cards. You will be amazed at the pride people will feel and demonstrate when they have business cards. Try to avoid titles like clerk or trainee: consider using associate, representative, coordinator or assistant instead. People put a lot of stock in what they are called and how others perceive them. Titles and business cards represent both.



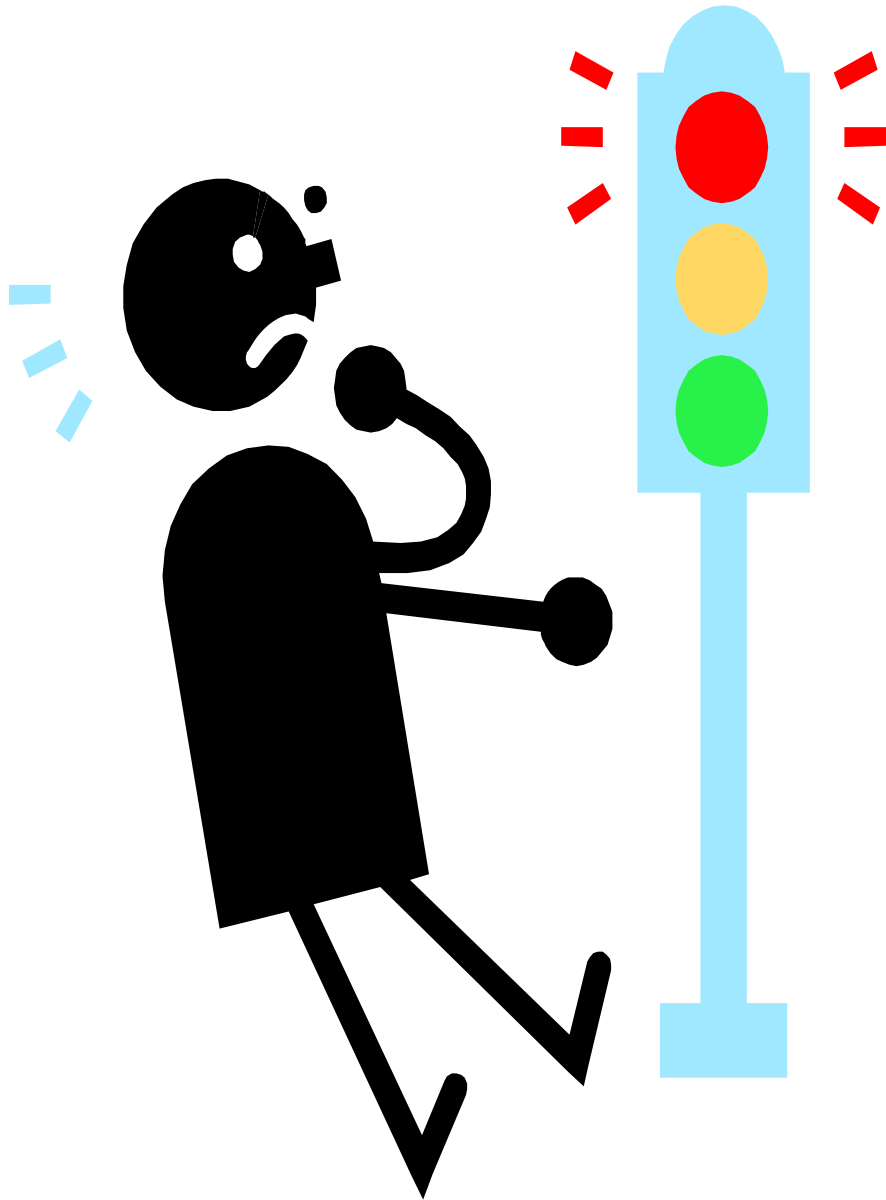
Make humour a KPI of your meetings. Boring meetings are the enemy of effective, creative communication – ban them! Put ‘Opening humour’ down as the first agenda item. Appoint a different person each meeting to start with a joke, funny story, game – whatever they can to lighten the mood.





Make fun part of the proceedings. Hand out noisemakers (hooters, whistles, clickers, etc) to all present with the rule that you have to use your noisemaker before you speak. Take votes with: "All those in favour, make your noise."

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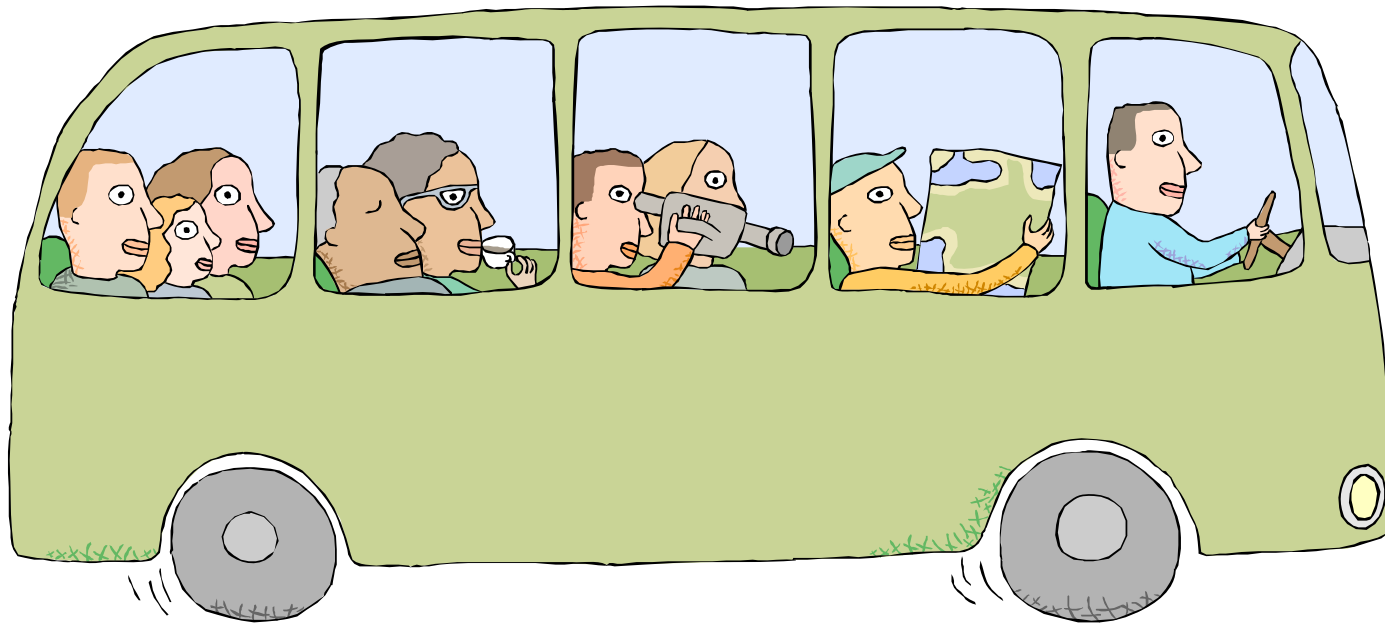


Have a contest to design a fun logo for each department; and, if appropriate, put it up. Enlarge relevant cartoons and place them next to the instructional and safety signs – and have people notice signs that, in the past, they ignored.



Negotiate a discount package for your employees with local shops, restaurants, cinemas etc. Team up with other employers if your organisation is small

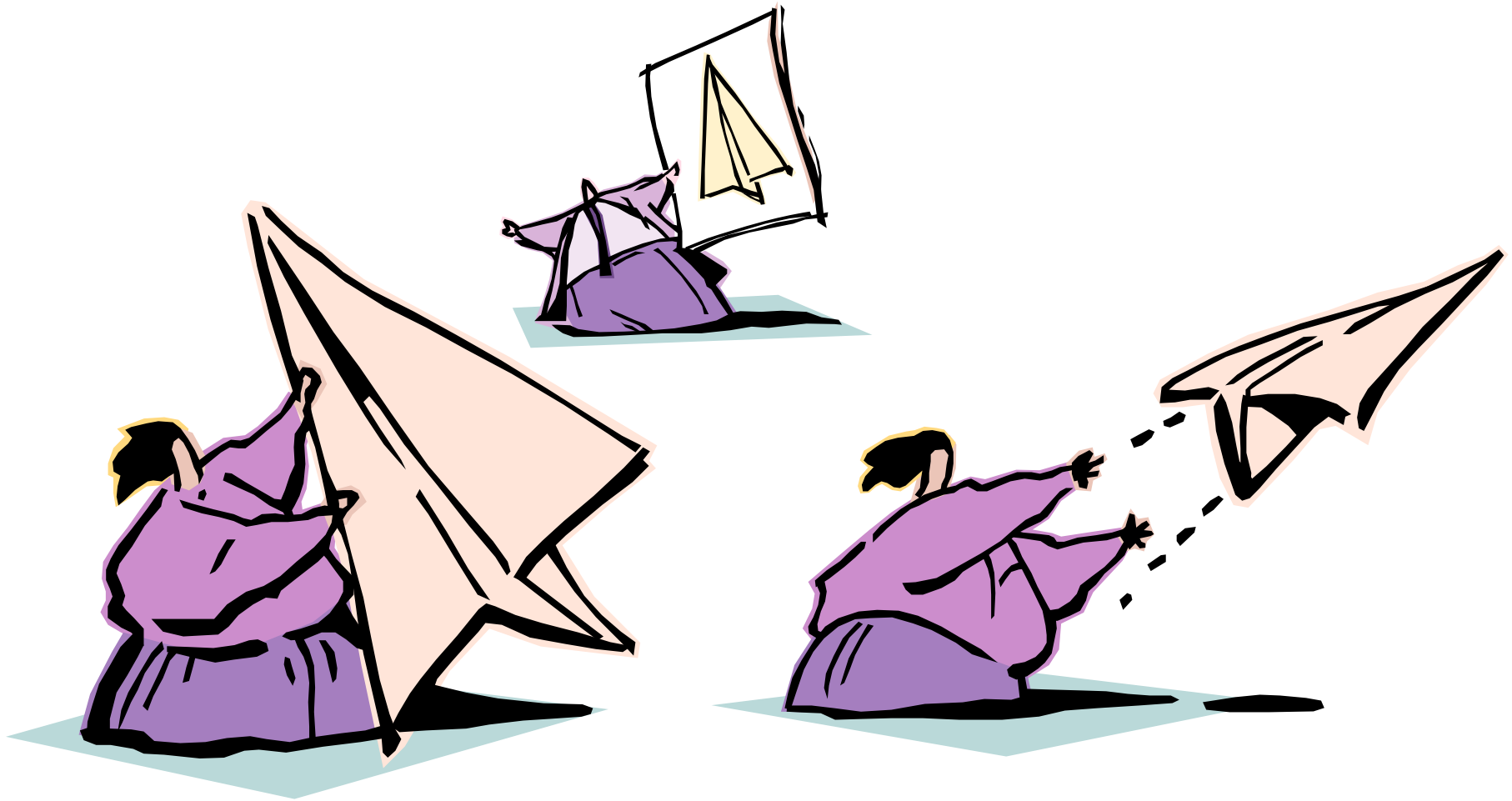




Take employees to visit end users of your products/services, this will show employees how the customer is affected by your product/service and put a real-life face on the impersonal database. It may also spark new ideas for additional product/service improvements and enhancements.



Hold a karaoke contest. Entrants could be individuals or groups. All you'll need is a portable CD player and, perhaps, some pretend microphones.



Hold a paper plane contest, the winner being the person to have their plane fly the furthest.

Encourage staff to nominate other staff if they do something good: going out of their way for a customer or other staff member, etc. You could have a monthly award chosen from all the nominees or simply give everyone nominated a small reward.

