

# FOREVER RECOGNIZE OTHERS' **GREATNESS**

Solution-Focused  
Strategies for Satisfied Staff,  
High-Performing Teams,  
and Healthy Bottom Lines

**Sarah McVanel and  
Brenda Zalter-Minden**

# Forever Recognize Others Greatness Solution Focused

**Minjie Lin**



## **Forever Recognize Others Greatness Solution Focused:**

**Forever Recognize Others' Greatness** Sarah McVanel, Brenda Zalter-Minden, 2015-12-15 According to countless engagement surveys and polls the majority of employees today want to feel more valued and to contribute in more meaningful ways The results of disengagement are devastating Top talent is considering or acting on their exit plan Employees who remain are blocked from giving their talents passions and virtues to their workplace Organizations are failing to satisfy their customers and are missing opportunities to innovate and keep their business viable It doesn't have to be this way In this book based on their new recognition approach FROGTM Forever Recognize Others Greatness Sarah McVanel and Brenda Zalter Minden show what happens when leaders and employees pay close attention to the essential greatness within themselves and one another Employees no matter what their skill set and across every industry are motivated to leverage their skills and passion Teams flourish Top talent is retained And the mission of the organization is achieved Using numerous examples of success from their consulting work the authors call for a revolutionary approach to recognition that is solution focused affirming what is already working for each and every person rather than emphasizing failures and problems Imagines best possible scenarios for individuals teams and organizations Sets a strengths based plan for individuals with clear next steps Becomes a continuous process in which everyone contributes to the humanity of their workplace one positive intent at a time

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multiple messages has contributed to a high failure rate in change initiatives as organizations struggle with watered down approaches that offer generic solutions instead of tailored practical guidance This book is a compendium of simple easy to implement change strategies that work all in one source When working with organizations such as American Express Mayo Clinic Eaton Honeywell Target AT T US Bancorp Kraft Foods 3M Johnson Johnson Nabisco PepsiCo and The New York Times the authors have witnessed firsthand how leaders struggled with conflicting messages from various flavor of the month models The complexity of today s organizational environments especially post pandemic has only magnified this challenge Leaders seek clarity amid the noise and need strategies that are adaptable to their unique environments The Playbook for Leading Change provides simple concrete strategies that with a little help from AI can be customized for immediate action so leaders can breathe a sigh of relief with more confidence When these strategies are implemented in manageable baby steps using five core change principles the probability of success improves significantly This book presents hard evidence in a nonacademic fashion by showing why these strategies work and how to engage them most effectively It helps leaders move beyond gut instinct which sometimes works but often fails and instead adopt evidence based approaches that can be applied with confidence With organizational environments becoming increasingly complex the need for clear reliable and practical solutions to change challenges is more compelling than ever Essentially the authors provide a precise and quick read that will lead to tactical strategies for leading organizational change They have taken the best of the best practices from their three contexts as leaders consultants and professors and merged them into a single straightforward book it offers one stop shopping for those who need practical guidance on navigating change The Playbook for Leading Change demystifies the process equipping leaders with tools and insights that cut through the confusion and enable them to lead change initiatives with greater success

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