



STAFF WOW

Educational Achievement

Overview

Offering to reimburse a portion of team members' tuition or course fees as a token of appreciation for their commitment to learning is best, but not always applicable. When that is not possible, public acknowledgment and praise is always next best. This can be done through an organization-wide email or highlighting the achievement in the organization's newsletter. This does not take the place of personalized congratulations from the leader, but from there you can choose to celebrate with a coffee or lunch, or to celebrate as a team.

Preparing for the Moment

- Preparing for this moment begins by creating a culture that encourages education and celebrates the achievements. Consider having a commemorative certificate, a "wall of achievement", plaque, or trophy that will encourage others to pursue education.
- The next step occurs when the employee enrolls in the course or class. Consider a flexible work arrangement to allow time for studies and attending classes.

Budget

- If it is not in the budget, consider adding a budget line item to your expense report for employee education. You are now one step closer to being able to financially invest in your staff.
- If tuition reimbursement is not possible, consider finding some low-cost ways to celebrate and encourage employees.

Potential Partners

- Many colleges and universities are looking to partner with Adult & Teen Challenge and include tuition discounts for staff and graduates.

Execution

Have a quarterly "Professional Development Day". On these days, you can host necessary training sessions for your staff CEUs, but also take a look back at the educational achievements of your current employees and celebrate them.