2011

Playing to Win!

Richmond Refinery

meet or beat the plan

IIF every day

Take 5 to Recognize Instructions

Why are we doing this? The purpose of our recognition boards is to provide space to share recognition for either individuals (or teams) who have made us successful in 2011. Boards will be in your work area from Nov. 9 through Dec. 8 for anyone to express recognition for work contributions this year. We'll collect recognition boards from all corners of the refinery and display what we have written during our Holiday Luncheon and on line.

Follow these easy steps:

1. Take a few minutes to reflect on your 2011 accomplishments and acknowledge what worked for you, as individual or as a member of a team, so that we can intentionally build on those strengths going forward.
2. Ask yourself, "Is there a specific person or group that provided exceptional support to me (or our team) and contributed to us reaching our goals that I would like to acknowledge?"
3. If yes, take a moment now to write and record the specifics of your recognition. Include pinpointed tasks or behaviors that had a positive impact on our business, "Who did what", and "Here's why it made a difference". Use wet erase pens provided with the board.
4. Make sure all comments are work appropriate and something we will be proud to display on the IIF website and in the cafeteria. If inappropriate records are made, the boards will be removed immediately and/ or words will be erased.

Interested in providing feedback?
Email: Richmond IIF Leadership Team

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