

# Review and Affirmation

Version: 1.00

Code: Yellow 01



For leaders who want to acknowledge and motivate their teams.

For organisations that want to provide localised boosts to their organisational climate and people's wellbeing.

For teams who want to pause to take stock of the great work they've done and recognise each person's contribution.

## Overview

The reality of daily operations for many people is that they do their bit as part of a bigger picture. This makes it hard to see and appreciate what they have achieved. They may have helped serve many customers or analysed documents, contracts or proposals. Perhaps they have done administrative work that everyone takes for granted and nobody notices. Or they have just saved the organisation thousands of dollars through some clever work and smart thinking.

But then it's straight onto the next priority and job.

The effect of this treadmill is that it can run people down. Organisations and teams can get locked into more and more work just to keep things going. Worse still, morale drops, tempers rise and people stop turning up.

The *Review and Affirmation* process is a simple, facilitated process that quickly boosts team morale. It is not intended as an organisational transformation program but a localised, positive intervention to reinforce hard working teams. It combines reflection on the best and worst experiences, on achievements and learnings with acknowledgement of how people helped the team succeed. It is simple, real and down to earth, so it even suits those people who are suspicious of the 'warm and fuzzy stuff'!

This process is highly suited to the end of a year (financial or calendar) so people have a clear period to reflect on. The end of the year is also a natural time to review and look ahead.

## Outcomes

- Boosts morale and motivation
- Everyone is seen and acknowledge by their peers
- Builds a sense of achievement
- Reinforces team connection
- Supports resilience and confidence

**BASIC DETAILS**

LENGTH  
**3-4 HOUR SESSION**

GROUP SIZE  
**Scalable to need -  
The process adapts to  
different sized groups**

OFFERED AS  
**Managed and facilitated in-  
house process**

**FOR MORE INFORMATION**

VISIT  
**[www.grevilleaconsultants.com.au](http://www.grevilleaconsultants.com.au)**  
or call: 0421 080 311

## PROGRAM ELEMENTS

- Group work
- Reflective processes
- Peer communication
- Structured process
- In-built rewards
- Fun and focus



## Grevillea Consultants

*Bringing you over two decades  
of leadership and leadership  
development experience*

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## PROGRAM DELIVERY

This program is scalable to a wide range of group sizes.

Programs are delivered at your premises or a suitable workshop venue of your choosing.

Programs are adjusted as needed.