

THE EXTRA POINT

BY JERRY ROBERTS



1474 An Idea for the First Working Day of the New Year

Today is the first working day of the new year for most people. Is it like any other work day? Could we do anything special? Should we do anything special? I'm Jerry Roberts, and we'll talk about that, next on The Extra Point.

The first working day of the new year could be just like most other days, with nothing special planned.

On the other hand, it also offers a fresh start, a chance to set the tone for the months ahead. It's a time to celebrate achievements, express gratitude, and remind people of the goals that will guide us towards success.

Some companies had these types of talks before saying goodbye to 2023, which is good. If you did that, I'm going to suggest you spend a little time today in repeating the process. There's a fair chance that at least some of what has been discussed has already been forgotten, and a reminder will bring all members of your team back to the same page.

Here's a checklist you can follow to create a successful session...

1. It doesn't have to happen first thing in the morning. Coming back after a long holiday weekend, it may take most people a little time to get up to speed. The meeting can be at 10, 11, or even over lunch.

2. Reflect on achievements and milestones, big and small, that your team achieved. Before you talk about where you're headed, briefly cover where you've been. It doesn't have to be in exhaustive detail, but this helps set the context for the meeting.

Recognize the hard work, dedication, and resilience that went into handling challenges. This is a morale boost and inspires continued excellence.

Set goals and priorities for the week, month, or quarter. If people already know what the long-term plan is, going over the short-term

objectives establishes urgency. It creates the importance for what I accomplish today.

People like to win and be seen as winners. In this meeting, leaders can show them the path to getting into the end zone.

3. The third thing I suggest is to spend some time expressing gratitude for where you are and what you have. Gratitude is a powerful tool that can transform workplace dynamics.

Recognize the contributions, support, and efforts of your teammates, and let them know that their work is valued. Honest and sincere appreciation sets the stage for a better, more harmonious and supportive work environment.

4. Have a little fun, with some kind of team activity. You can do this at the beginning to build energy, or at the end to close on a high note. It works well either way. I suggest you stay within the 15- to 30-minute time frame.

5. The last item is easy for Guam — do all this with some kind of food...even if it's just light refreshments. Obviously, if you're using the lunch period for the gathering, you'll have this figured out.

The first working day of the new year is a valuable opportunity to get your team started off with energy and purpose. An event as described can strengthen relationships, and inspire each other towards greater optimism, enthusiasm, collaboration, and commitment. All of that sounds good to me. If you agree, get after it.

That's the Extra Point. Be responsible and make something good happen today. For 93.3FM, the Ray Gibson Show, and First Hawaiian Bank, I'm Jerry Roberts.

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