



Recognition does not always have to come from a manager. After our discussion about the Iron Man and recognition, we decided to initiate a new 'program' of peer-to-peer recognition. Recognition at the employee level increases engagement and boosts employee happiness.

What are kudos? Praise and honor received for an achievement. The kudo can be an act of kindness such helping carry boxes or unexpected providing information that helps you with a project.

When a colleague does something, anything, positive that you want to recognize, take a few moments to send a kudo.

At each meeting, we will share all kudos submitted by 4 p.m. the day before the meeting. One name from those who submitted and those who were recognized will be randomly selected for a small token of appreciation by Mary. The more kudos you send, the higher the chance your name will be chosen.

To submit a kudo, go to <https://redcap.link/Pod2Kudos> and complete the survey.