

DATE: 22 May 08

TIME: 1200

PLACE: Eglin Officer's Club, Sand Dollar Lounge

SPEAKER: Col Mike Shaw, AAC/FM; Mr. Ken Pickler, AAC/ENQA; CMSgt John Writer, 1SOPCTS/FMS

SUBJECT: And the Winner is.....Recognizing People Effectively

Mr. Ken Pickler opened the meeting by giving out door prizes. The first two individuals to correctly answer 3 questions, "Who's face is on the \$2 bill (Jefferson); and in the 70's who did the comedy skit on Saturday Night Live featuring a song (King Tut); and what was the name of the comedian (Steve Martin). Ms. Leah Hodge won a \$25 gift certificate to Ruby Tuesday and Mr. Dennis Harland won a \$25 gift certificate to Applebee's.

Mr. Pickler then went on to explain the significance of the \$2 bill and the story behind King Tut and Steve Martin. In 1994 while serving as Comptroller of the Ballistic Missile Organization (Det 10, Space & Missile Systems Center) at Norton AFB CA, the morale was low, they were set to close in 1995. The detachment commander, Col Dan Dansro was looking for a way to increase morale despite the BRAC closure. Every Friday the organization would have a 'Burger Burn' and the command thought it would be fun to give out "Burneroos" a \$2 bill with the commanders face good for free burgers at the Friday burger burn. Many people liked the idea and considered them a prized possession. The command would hand them out as on the spot recognition.

Then in early 1997, while Ken was assigned to the Phillips Laboratory Budget Division, Kirtland AFB NM, he came up with the "King Tut" award or the FMB All-Star award complete with a recording of the famous Steve Martin song "King Tut". Ken purchased some inexpensive King Tut statues and handed one out each month as a fun way to recognize people who would not normally be recognized. The point was to recognize your people, let them know they are appreciated.

Col Shaw then spoke of the importance of awards and recognition. We as individuals contribute to the mission and solve our bosses problems. It is important for us to come up with ideas that will add value to our unit. Give more of yourself and you will get more. Be committed to what you are doing. Therefore, it is important for supervisors to recognize the individuals who for them. The AAC Annual Awards luncheon is one way to let individuals know how important they are the mission. Colin Powell said "Leadership is all about people"; and we should recognize individuals through awards.

Chief Writer then spoke. In summary he stated that leaders need to find out what's important to individuals. Some people like formal recognition while other prefer not to be recognized in front of a crowd. It is important for first line supervisors to know what works for your organization. Sometimes just letting individuals verbally know they did a great job and that you appreciate their efforts also works. In closing, be sure to recognize your troops either formally or informally.

Ken Pickler closed the meeting at 1300.

Recorded by Brenda Dininger, Secretary, Gulf Coast Chapter.