

## Regional Culture Plans

### Central and Western Regions

**CATCH THEM DOING SOMETHING WELL:** The leadership staff who provides the most Kudos Impressions to direct care professionals will receive \$50 in Kudos Cash each month. Pay special attention to positive interactions with individuals.

**LET'S GET CREATIVE:** The DSP who comes up with the most creative and fun idea for getting individuals out into the community will receive 50 Kudos Points each week. This will be voted on by leadership staff at the end of each week and shared during the Monday morning leadership meetings as well as the monthly staff meetings.

### MAKING CONNECTIONS AND REINFORCING COMMUNITY:

1. Monthly ALL Staff Meeting - Review Site Positives, Updates, and Kudos given
2. Monthly Themed Event with drawing for Kudos Cash or Kudos Points at the end of the month
3. Yearly Staff Appreciation Event - two per site (potluck in the park and holiday event).
4. Yearly Giving Event - one per Site per year (Friendsgiving or Volunteering).

### PERFECTION:

- 1) Any staff who receives a 100% score on their documentation for a 2-week period will receive 50 Kudos Points.
- 2) Any staff with perfect attendance will receive Kudos Points (25,50) after the first payroll and 30 days
- 3) Any staff with perfect attendance will receive Kudos Cash (\$50, \$100, \$250) for 60 days, 90 days, and six months of perfect attendance.

### MANAGING WORKLOAD:

At the end of every month the Director and Associate will review all work loads of both Supervisors and Programmers. Any leader that is up to date with all their responsibilities will receive \$50 in Kudos Cash as well as 50 Kudos Points at that time.



#### Kudos Impressions

Impressions are quick and fun way to say thank you or recognize a team member on the company HR/LMS. Impressions don't have a point or dollar amount but are a great way to appreciate and recognize others.



#### Kudos Points

Points are a great way to reward and recognize someone for going above the call of duty and doing a fantastic job. Points can be used to get Imagine Swag items – including apparel!



#### Kudos Cash

Cash is the top level of reward and recognition and is given by Supervisor level and above to reward individuals that are showing excellence in their work that exemplifies our Imagine the Possibilities values.