

27 Ways to Create a Family Atmosphere for Innovative Thinking

Excerpts from "[Creating Champions](#)" by Betska K-Burr

- Know your people by name, staff and customers
- Share your organization's dreams with staff and customers
- Ask them to participate in achieving those dreams
- Remember birthdays
- Remember service anniversaries
- Create a "Gratitude Board" where everyone can express their gratitude. Evangeline George ND in her book [Create Calm at Work](#) reports that 74% of 2,000 American survey participants said they never or rarely expressed gratitude to their boss.
- Implement a service recognition program
- Encourage a vegan diet a la Steve Jobs
- Provide free coaching services, allow them to [choose a coach](#)
- Have regular lunchmeet sessions where you communicate new organizational happenings or goals
- Bring in motivational speakers to give your employees a different perspective on their lives (such as a brain surgeon or olympic athlete, a small symphony orchestra)
- Allow staff to decorate their own workspace
- Allocate a special quiet room where employees can turn their brain off and meditate/pray – be in the silence. Once again, Evangeline George states "Meditation has been found to improve creativity and helps people to find solutions to problems. Research showed that certain areas of the brain related to this were activated for 5 hours after meditation!" Awesome, Evangeline.
- Organize lunchtime yoga classes. Yoga greatly relieves stress and calms the mind so that creativity can easily flow.
- Give staff access to [free self-coaching tools](#) to encourage positive thinking
- Get feedback by developing a system in which you listen to your people and take their suggestions seriously
- Implement a recognition and praise program for all employees
- Smile and be happy even when the chips are down. You'll be amazed how it helps solve problems
- Celebrate your organization's birthday every year. Treat everyone to lunch. Invite the employees' families to a barbecue, or organize an evening hoedown
- Car Rally
- Karaoke Night
- Cookie Exchange
- Have a staff lunch with managers serving the lunch
- Put names in a hat — you bring lunch for the name you pick
- Share recipes
- Organize a Treasure Hunt. Prizes are hidden around the building and are found when employees crack the code behind lines of poetry
- Declare a "Non-Stress Day"