

## Achievement Stacker

Recognising and acknowledging achievements people have made towards individual, team, project or organisational targets or focuses is critical for motivation and success. However, often people have been so focused on implementing action they can't always see the full range of things they have achieved. Also, seeing all the individual achievements in the one place is a great way to get a sense of the collective achievements of the partnership, team, project or organisation as a whole.

In Continuous Improvement and Innovation (CI&I) we use Achievement Stackers during 180-day sessions. In these sessions people share reports on their actions and improvements, receive support, and create opportunities for further improvement. Another key aspect of 180-day sessions is celebration – celebrating the individual and collective achievements represented in the Achievement Stacker.

When first starting to use Achievement Stackers allow people to contribute whatever they have seen or heard in reports from partners that they feel has value and should be recognised as an achievement.

When people have become more familiar with the tool, you can prompt them to think of the different types of achievements in terms of whether they are:

- New or improved thinking e.g. new concepts
- New or improved tools
- New or improved practices
- New or improved processes
- New or improved technologies
- New or improved products or services
- New or improved systems or strategies
- New or improved policies
- Outputs
- Outcomes

### Steps when using the Achievement Stacker

1. Equip people with cards and marker pens.
2. As they are listening to each of their colleagues share their reports about the actions they have taken and the improvements they have achieved, the list the achievements they think the person has achieved, one per card, making a note of the person's or team's name in the corner of the card.
3. After each report, or at a designated time, the achievements are affixed to a large wall space.
4. The achievements can be grouped in several different ways:
  - Similar types of achievements can be grouped together (see list of different types of achievements above),
  - Achievements can be grouped depending on the individual, work unit or project to which they relate.
  - Achievements can be grouped depending on the timeframe in which they were achieved.
5. The completed Achievement Stacker should be recorded. This can be done quickly with a camera, but the data can also prove very useful in other formats.
6. Remember, while recording the achievements is one thing, recognising, acknowledging and celebrating the achievements is important for the motivation and momentum need to sustain improvement and innovation.