



# Recognition Advocates

Recognition Advocates is a group selected to do the work of creating, launching, implementing and monitoring the system.

**Group size:** 5-9 people (will vary by the size of your facility)

**Group make up:** represent all functions in your department or facility. This would include an appropriate mix of gender, age, role type (front line to leader) and years of service (newer to well-seasoned).

**Leader:** For a 100% internal initiative, a leader needs to be selected from the group to steer the ship; for a hybrid model, an outside facilitator can be brought in to lead and navigate with the internal champions doing the day-to-day heavy lifting.

**Creating a sustainable process:** The group will need to begin by creating a few key elements that will give the process a life of its own beyond the founding Recognition Advocates.

- > Administration:
  - Recognition mission
  - Recognition vision
  - Group operating guidelines that include
    - Confidentiality
    - Conflicts within the group
    - Communication within the group
    - Structure: roles and responsibilities
- > Committee service:
  - Recruiting
  - Onboarding
  - Length of service
  - Offboarding
- > Creating camaraderie
  - Communication
  - Accountability
  - Collaboration
  - Social

**The Recognition:** Your Recognition Advocates all hold an important role in your healthcare organization. They have been trained in their craft. To be well-versed and successful in this role you will need to invest time to gain a deeper understanding of recognition systems.

This should include learning about:

- > Recognition types
- > Recognition moments
- > Delivery methods

[< Learn more >](#)

**Working budget:** Your Recognition Advocates work will need resources to be successful. They will need:

- > A budget for the internal working of their group to create the recognition system.
- > Sightlines to the department and/or organization's recognition budget.
- > Understanding of anticipated changes (larger or smaller) to the current recognition budget.

