

Give a peer well-deserved recognition this week

Why do it?

While it's important to hone your skills of managing inward to your team and upward to your manager, neglecting to focus outward toward peers in your organization means you're overlooking a huge piece of the management puzzle. Creating a broad network of support and information sharing can help you make better decisions and secure access to the resources your team needs to get things done. Taking a moment to give a peer manager a quick shout-out is an easy way to nurture those relationships.

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"I think it's important that we remember that it's management that creates and fosters an environment in which we can all grow, succeed, and become the heroes of our own stories. Also, nice job, Karen."

How to do it:

1. Take note of any instances when a peer manager does something creditworthy.

This could be anything you feel has a positive impact on you or your team, regardless of whether it's major (like pitching in to help you get a tough project done on time) or minor (like being a sounding board for a new idea). The important thing is to make sure you feel the action is genuinely worth complimenting — flattery is easy to spot and can do you more harm than good.

2. Give the shout-out.

This could be during a meeting or via group email. (Obviously, if you think the person might be uncomfortable with public recognition, thank them in private instead.) For example:

- In an email announcing the launching of a new initiative for a client, you could add: *“A big thank-you to Cherise for introducing us to the ‘Light it up’ campaign, which we used as a model in designing the program we’re launching today.”*
- At a team meeting, you could tell your direct reports: *“If you see Amir around the office, be sure to give him a high five. We met our sales goal this quarter partly because of a lead he passed on to me earlier this month.”*
- At a management meeting, you could say: *“We got the new website up and running so quickly in part because of the great work that Taylor and her team did cleaning up the code base.”*

3. Consider giving a peer shout-out whenever you celebrate a success.

Always give credit where it’s due — taking credit for something you didn’t do yourself, no matter how small, is a sure way to damage your credibility. If you’re celebrating a win this week, take a moment to remember every step of how you got there. If there’s a peer who contributed something of value along the way, acknowledge the person!

More on establishing credibility and building relationships:

- [How to earn trust 4 tips for maintaining relationships](#)
- [What to do if a colleague is damaging your credibility](#)