

<b>Organization and country:</b>	<b>GROWTHCOOP (SPAIN)</b>
<b>Name of the activity:</b>	<b>“The stolen medal”</b>
<b>Overview (What I am going to learn?):</b>	<b>Learning the importance of recognition within the company and how it affects the lack of recognition.</b>
<b>Objective (What am I going to learn it for?):</b>	<b>The aim is to give importance to the recognition of workers within the company and to be aware of the need to create recognition actions.</b>
<b>Materials:</b>	<p><b>Material required:</b></p> <ul style="list-style-type: none"> <li>- <b>3 medals and 3 shiny plates to put them on</b></li> <li>- <b>Paper and pens</b></li> <li>- <b>A large room</b></li> </ul> <p><b>Optional material (decoration):</b></p> <ul style="list-style-type: none"> <li>- <b>Material to decorate the room, e.g. some flowers, a lectern.</b></li> <li>- <b>Costumes, blazers for the group.</b></li> </ul>
<b>Time:</b>	<b>Approximately half an hour. Depending on the size of the group.</b>
<b>Target group:</b>	<b>Workers and managers</b>

### Instructions for facilitators

It is important that the person leading the activity knows how to properly manage the preparation and development of the activity, create an atmosphere of an awards ceremony and guide the tasks to be done by each person in the group.

In addition, the facilitator will have to prepare or buy the necessary material to carry out this activity.

### **Tasks and procedure:**

1º This activity must be done in a group. 3 people in the group must leave the room where the activity takes place so that they do not know what is going to happen.

2º Inside the room, it's necessary to create the scenario of a prize-giving ceremony and prepare the 3 medals on top of 3 shiny plates.

3º Two people will be the hostesses who are going to present the prizes, they can be in costume, and someone can play background music.

4º Also it's essential to prepare a speech in which you say why you are giving the award to these people. For example, to X for their merits, for their effort, for the commitment they have shown in their work...

5º Each of the 3 people who are outside will enter the room as they are called one by one. Each person will be "given a medal", when they enter they can be put on a jacket or something that makes them stand out when they enter the room. The rest of the group applauds when the person enters.

6º Once inside the room, one of the hostesses takes the medal with the plate, and the other one starts to say the speech, the rest of the group has to be placed in the room watching what is happening.

7º When the speech is finished and the medal is going to be given to the person, one of the hostesses, instead of giving it to the person, has to put it to herself and say: "thank you very much for your effort, I have been promoted thanks to you, keep working hard because I am sure they will make me director of this company, a big round of applause". The honoree will not understand why the medal is not for him and will probably make a face of disgust.

### **Conclusion and evaluation:**

The dynamic is about reflecting on how those who were going to be honoured with a medal in front of the rest of the workers felt and in the end the merit went to someone else. A reflection can be made on the types of leadership and on the importance of social recognition at work, how this effort is valued and recognised.

The results will be taken into account in order to get to know the workers well and provide the company with solutions to improve the recognition of its workers.

At the end of the session we can carry out a small evaluation questionnaire to find out the opinion of the workers and how we can improve.