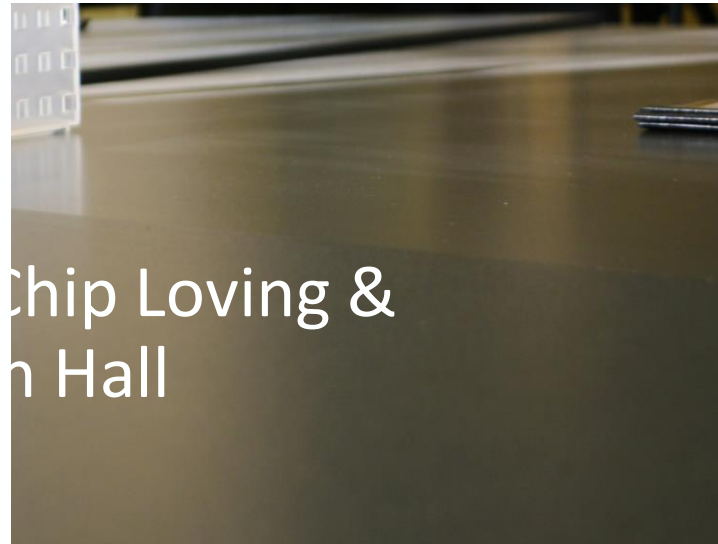


Presented by Chip Loving &
Jason Hall



**Sustaining
Happiness Once
you Have it**

We Get it



Gallup Q1 2012 Re

Companies on the top qua



The Benefits of Engaged Employees



70%
of engaged employees
are strong on customer
service



17%
of disengaged employees
are strong on customer
service

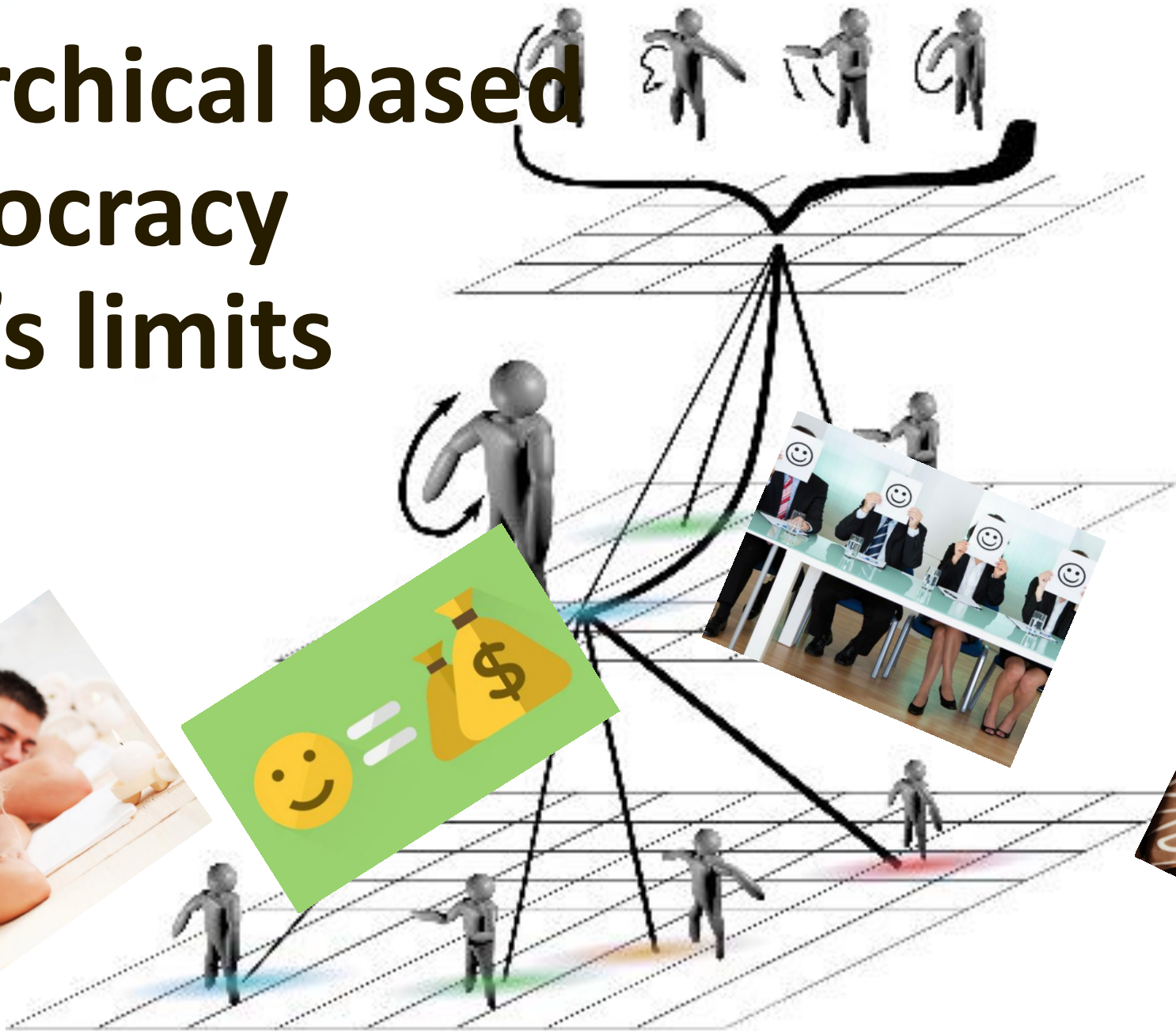


78%
of engaged
employees would
recommend their
company.





Hierarchical based Meritocracy has it's limits



How did we tackle this?



What went wrong?





How the Recognized System works

① Anyone
Can Send

In the Moment

③

Jason Hall

July 14, 2016 at 1:04 PM

To: recognized@lithespeed.com

Recognizing Chip



I'd like to recognize Chip for coming up with an alternative system for recognition and profit share that emphasizes positive behavior and company contribution.

Jason Hall

Coach & Agile Jumpstarter @ LitheSpeed

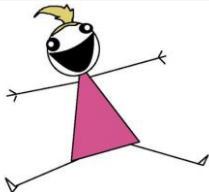
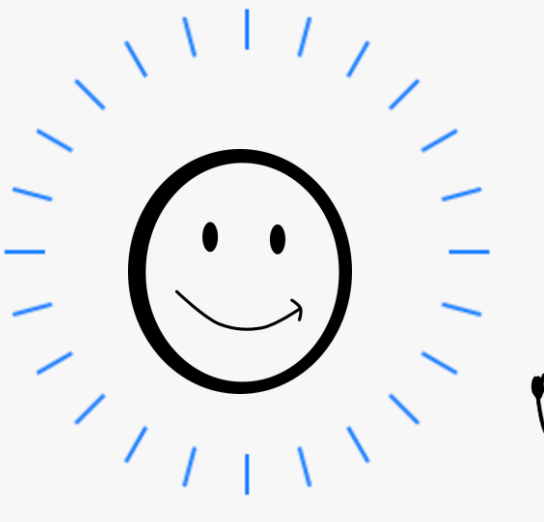
LitheSpeed.com || [703.261.4349](tel:703.261.4349)

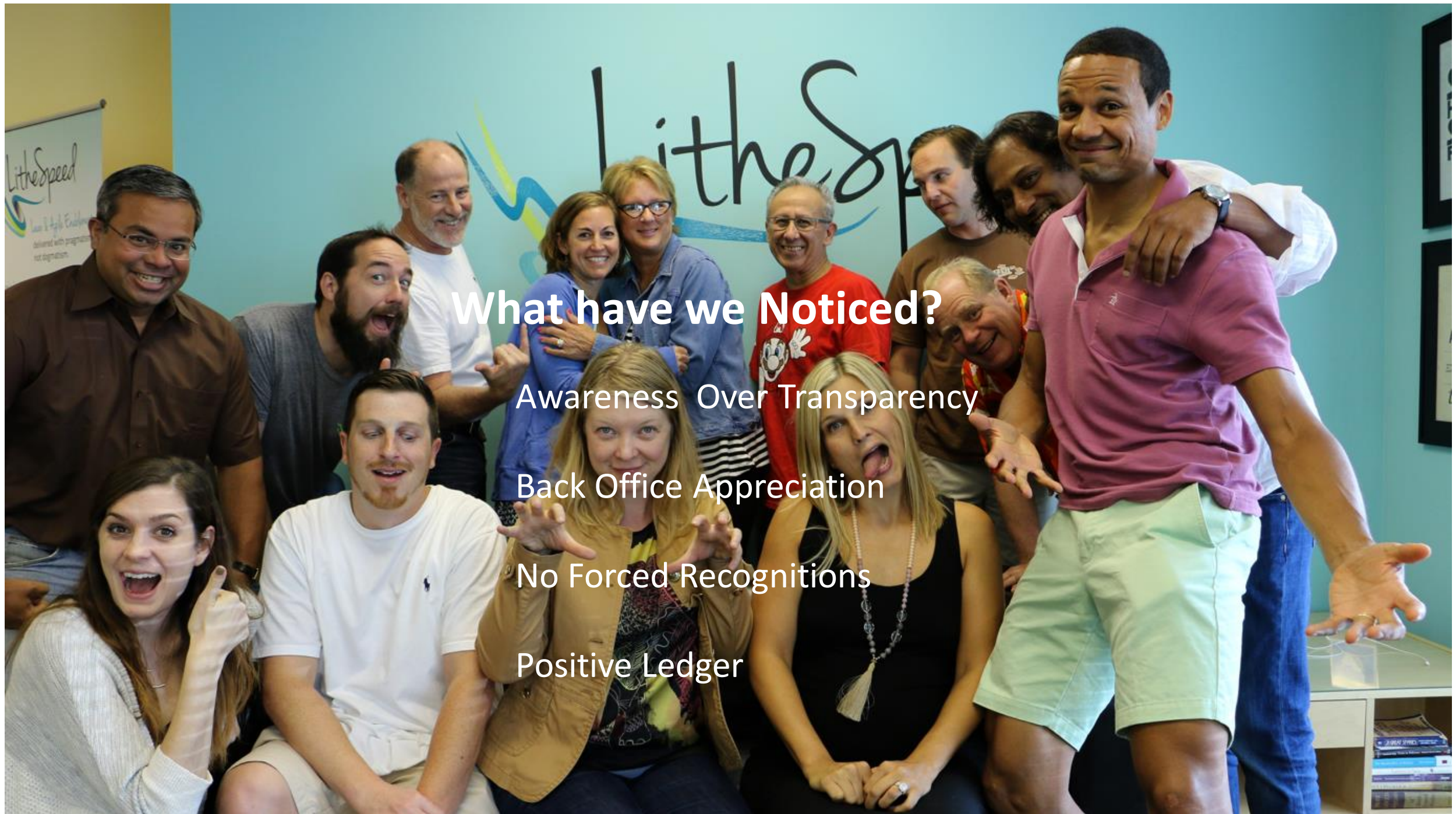
[Twitter](#) || [LinkedIn](#) || [Facebook](#)



% of
= Quarterly
Profit

②





What have we Noticed?

Awareness Over Transparency

Back Office Appreciation

No Forced Recognitions

Positive Ledger

How could you take something today
that's making employees happy and
make them happier?

