

Celebrating Your Team This December Holiday Season

The holiday season is a great opportunity to celebrate your team, and while traditions are important, it's also an opportunity to be creative and introduce new ways to build morale and focus on teamwork and inclusivity. Spruce up your workplace traditions this season!

Many companies acknowledge the holidays in different ways. Some will encourage employees to decorate their office space, while other organizations hold simple lunches, throw extravagant parties or even celebrate with a New Year's party in January! There isn't one right way to approach the end of the year, keeping in mind the goals of a forward-thinking organization are to promote positive employee relations, boost morale and learn from others' experiences.

Show Community Appreciation

Giving back to the community is one way to get started with a positive holiday season. Offering to collect donations for a local charity drive or volunteering to serve lunches/sort canned goods at a local food bank during the month may boost morale around the office.

Alternative Time Away from the Office

As a manager, host a walking meeting and take a few extra minutes to stop by a nearby holiday market. Pick up a special holiday bread or dessert for each staff member. Keep in mind that extra time off during the hectic holiday season might be even more appreciated than corporate gifts or parties. If the budget allows, consider giving employees a paid half-day to do some holiday shopping or preparation, by coordinating work efforts ahead of time. This could relieve some of the stress families feel to get everything ready in time, and employees will feel their work efforts being valued and rewarded.

Be Inclusive

Around the end of the year, there are many different cultural and religious celebrations happening. Employers can emphasize learning from others' experiences to promote diversity in the workplace. Pick a few different celebrations and ask staff members to share a special tradition, story or custom at an organized coffee break. Coordinate with other departments, too. For some fresh and alternative ideas, managers can put together and host a game of "Holiday Trivia" where there are questions about many different types of holiday practices.

Revamp Old Traditions

Tired of Secret Santa? That can change too! Gift exchanges can be so much more. You can host a companywide cookie exchange or book exchange as a fresh approach to a gift giving game. These fun themed alternatives would serve some consistency in gifts that employees receive across the board. Not to mention, this could be easier to coordinate than something like Secret Santa, where you need to know individual likes and dislikes.

Last but not least, food is always a good idea, and a great motivator. Switching out morning coffee with a fun hot chocolate bar, including toppings like whipped cream, candy canes, marshmallows, chocolate, etc. serves as a novelty pick me up. And instead of the inevitable holiday lunch, try having a team potluck where the company provides a main course and employees bring in desserts. Employees can get creative and offer up cultural desserts involved in the holidays they celebrate.

Work Culture

Promoting a positive work culture through the execution of some of these events allows employees to feel a sense of belonging to the organization as a whole. Building relationships with co-workers and participating in company events will build morale and boost the energy and efforts of individuals.

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