



FHC Outreach News

Fisheries and Habitat Conservation
"Healthy Fish and Wildlife, Healthy Habitats,
Healthy People and Healthy
Economies"

September 2005

Dr. Mamie Parker, Assistant Director



Bennie Williams Addresses Maryland Saltwater Sportfisherman's Association



The National Fish Habitat Initiative

On Tuesday, August 9th, 2005, Bennie Williams gave a presentation on the National Fish Habitat Initiative (NFHI) to a chapter of the Maryland Saltwater Sportfisherman's Association at "Pebbles Restaurant" in Baltimore, Maryland. The presentation was approximately 30 minutes long, followed by a 15 minute question and answer period. The presentation was well received and club members were excited that they had the opportunity to participate in the development of NFHI as a member of the NFHI Partner Coalition. There were approximately 30 people in attendance of this meeting. Great job, Bennie!!

As the NFHI moves ahead, we anticipate many more outstanding Outreach opportunities!

Upcoming Events:

The FHC ACADEMY returns with another great communication workshop...

On October 13th, join Steven Fochtman as he presents a session on communicating with the deaf. Mark your calendars for 1 p.m.—more details will be available as we get closer to the presentation date!

The FHC Picnic is Tuesday, September 20th, from 11:00 a.m.—3:00 p.m. SEE YOU THERE!! (No alcoholic beverages, please.)

Our next FHC All Hands Meeting is Thursday, October 13th, at 9:00 a.m. Dan Ashe, our featured speaker, will give a presentation on the Future Challenges Project.

Thanks to Don MacLean for all of his hard work as a member of the FHC Coordination Committee! His efforts to make these functions go smoothly are greatly appreciated! We will miss him...

THANKS, DON!!

Bob Pos Takes On a Challenging Detail

As part of the Region 5 Leadership Program, our own Bob Pos has taken off for a 40 day detail to the Gulf of Maine Coastal Program in Falmouth, Maine. Bob sent us this quote before he departed, "I'll think of y'all as I start on my 2nd lobster." Thanks, Bob, and please learn some great things that you can share upon your return!! We know we'll miss you in FHC—don't forget to come back home!



MARK YOUR CALENDARS! ALL OUTREACH-ERS ARE INVITED TO ATTEND...

THE FHC OUTREACH RETREAT IS SCHEDULED FOR OCTOBER 24-25, 2005, IN ANNAPOLIS, MD. THE AGENDA IS A FULL ONE, INCLUDING IMPLEMENTING THE FHC OUTREACH STRATEGIC PLAN AND SELECTING A PILOT PROJECT FOR FY06. See Cheryl Amrani for details.

On Recognition...

“It is more difficult to praise rightly than to blame.”

-Thomas Fuller

September 15–October 15 is NATIONAL HISPANIC HERITAGE MONTH.

Why not join the celebration and participate in DOI and FWS special events?



The FHC Outreach Mission:

“To create and share a passion for Fisheries and Habitat Conservation that unifies, engages, and inspires all our audiences.”

Top Tips for Recognizing Employees

Recognition is not just a nice thing to do for people. It is a communication tool that reinforces and rewards our most important accomplishments. Effective employee recognition should be simple, immediate, and powerfully reinforcing. Here are some valuable tips to improve your recognition skills:

1. Praise something your coworker or employee has done well. Be specific and consistent. Be timely. Make sure that you identify the specific actions that you found admirable. And, most importantly, be sincere—a compliment means nothing if people feel that you give grudgingly or out of obligation.

2. Say “thank you.” Show your appreciation for their hard work and contributions. And don’t forget to say “please” often, as well. Social niceties do belong at work. A more gracious, polite workplace is appreciated by all.

3. Ask coworkers and staff about their family, their hobby, their weekend or a special event they attended. Your genuine interest—as opposed to being nosy—causes people to feel valued and cared about.

4. Almost everyone appreciates food. Take coworkers or staff to lunch for a birthday, special occasion, or no reason at all. Bake and bring in “treats” to share. Bagels, doughnuts or another treat are also appreciated. Another hit? Bring chocolate - chocolate anything!

5. Be fair—recognize similar achievements equally. If only certain staff are thanked or recognized, while others are not, it becomes obvious that not all efforts are valued. Likewise, be sure to recognize everyone in a group that contributed equally to an accomplishment.

6. Start a new, fun tradition. It doesn’t have to be a holiday to initiate workplace traditions. Have a monthly birthday cake and celebrate all staff with a special day that month. Develop an informal “Unsung Hero” award—like a mini-trophy, a prize, piece of candy, or other nominal item that you place on an employee’s desk when they’ve done something you appreciate. Then, make sure and mention at a staff meeting who is the latest recipient is.

7. Write a personal note of appreciation. Although an e-mail thank you is certainly a great way to show appreciation, once in a while sit down and write a note of appreciation to someone for doing a great job. It’s always a welcomed surprise—and knowing that you took the time to write it speaks volumes.

8. Finally, be creative! There are MANY ways to show appreciation—be creative and come up with your own—you’ll definitely be glad you did!

What’s your “Recognition IQ”? Take a quiz to find out:

<http://recognitionsecrets.com/recognitionIQ.htm>