



RECOGNITION PROGRAM

SPONSOR: Brig Gen Harold W. Linnean III (CC)

OWNER: Ms. Karina Elrod (DPH/OCM)

The recognition program distinguishes teams and individuals making substantial contributions to EVOLVE. This program aims to acknowledge and reward the hard work, dedication, and innovative thinking of those who are driving progress and achieving exceptional results in support of the mission. The recognition program includes the following ways to acknowledge outstanding contributions:

LOP/LOB Certification Program: When teams complete the requirements to earn a bronze, silver, or gold level on their Line of Business (LOB) or Line of Production (LOP), the team is rewarded with a certificate, medal, and sticker. Each individual earns an ARPC poker chip and the team is highlighted in the EVOLVE Echo.

- **Individual Triumph Awards:** Members earn a Triumph Award for a variety of reasons, such as earning a certification as an Organic Operational Multiplier (OOM), serving as a Subject Matter Expert during a Continuous Process Improvement (CPI) event, or going above and beyond to support EVOLVE. Triumph Award winners are initially recognized at the Tier 4 Gemba and publicly recognized at Commander's Call with their certificate and poker chip.
- **Optimizing Operations and Developing Airmen (OODA):** Quarterly and annual directorate award using 1206 nomination process and open to all directorates and special staff.
- **Peer to Peer Recognition, "Flip a Chip":** Anyone can show their thanks and acknowledgement to other team members, colleagues, supervisors, or leadership who have exemplified core values of EVOLVE in the day to day. A fun way to say thanks or good job from colleague to colleague. Extends the reach of adding value and contributes to organizational culture.

ARPC PRIORITY

Develop the Workforce

MAJOR MILESTONES

- ARPC/DPT's DD214 LOP earned the first Bronze distinction Sept 2024
- Announced recognition program during the 21 Nov Commander's Call

DELIVERABLES

- Complete Recognition Program guide
- Develop instructions for OODA

RISKS/DEPENDENCIES

- Leadership involvement at the director level to nominate members for award opportunities
- Determining a way to use poker chips to incentivize earning an EVOLVE related award and get people excited/interested in the program