

# Focus Appreciation Motivation

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The U-Can! Man



[www.johntheucanman.com](http://www.johntheucanman.com)

## **Focused Appreciation Motivation (FAM) History**

FAM is: U-Can! Type Recognition

“Creating FAM Position”

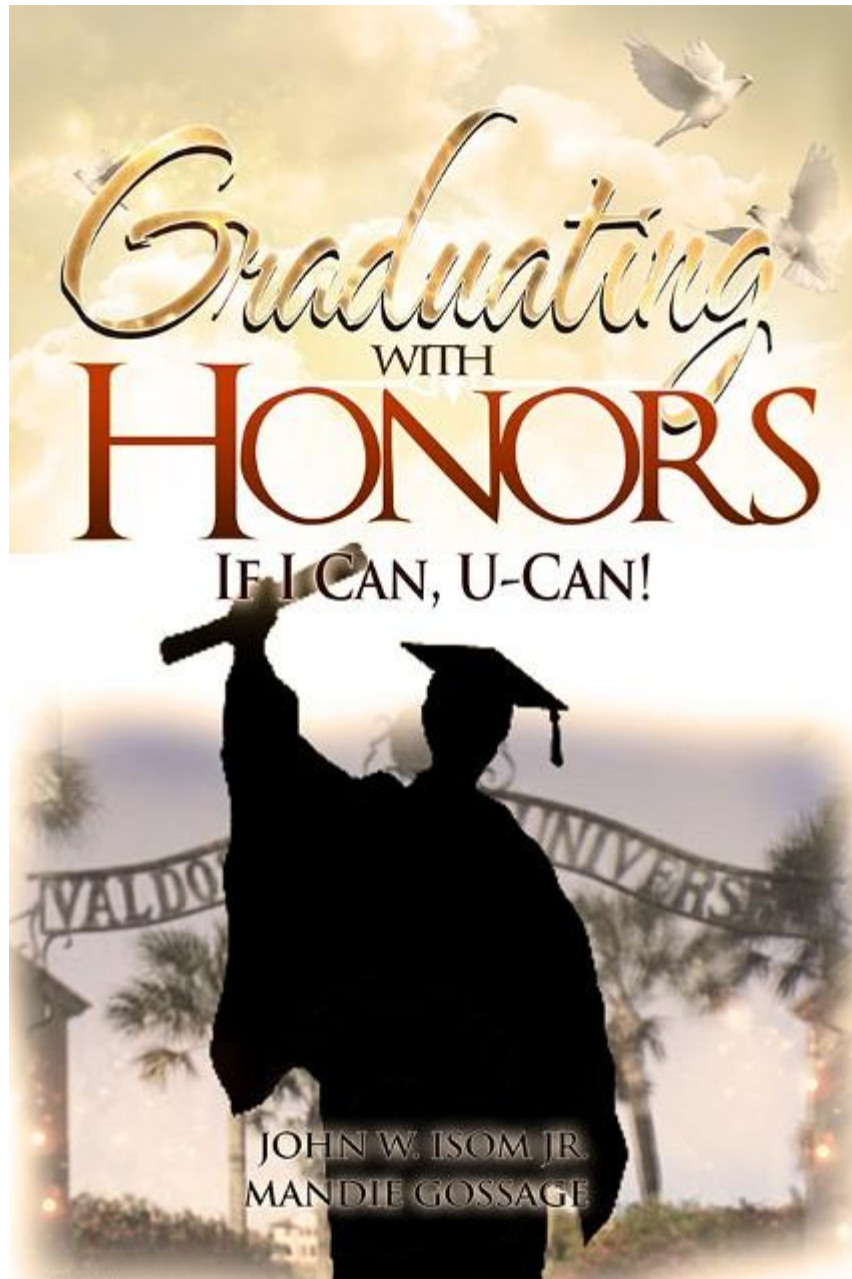
While station at the United States Army Recruiting Headquarters (USAREC) from 2001-2004, I submitted a suggestion through the bright Ideas program, titled Focused Appreciation Motivation (FAM). This suggestion <http://johntheucanman.com/files/77073993.pdf> was created after fifteen years of being a member of USAREC and working with thousands of fellow Army Recruiters and Leadership alone with their staff. The bottom-line of the suggestion/idea was whether or not you were a Leader, Staff, or Recruiter a majority of the persons I interviewed shared how being appreciated for the work/service they provided was at the top of their requirement for motivation list. The Army Recruiting Command had incorporated new and improved software and systems to help ensure our Army would not only meet but exceed their recruiting goals now and in the future.

With this new way of doing business incorporated their was a new situation created. A need for employees to do more than required of them. This was being done and it seem like the promised output by the systems in place was not producing as they thought it should be. With my observation I realized

what the problem was. Focused Appreciation Motivation. I realized that most agreed that the new systems were outstanding, and they in most cases agreed their jobs had piled more items to be done without really appreciation being raised to other levels. I would often ask all persons in the command If they were king or queen for a day what would they do to bridge the gap between themselves and the new systems in place now. Without fail they would answer find some kind of way to recognize the persons or teams. The normal once a year or every now and then is never ok but hard to put up with if you are struggling. Earlier in Feb 2002 I submitted an article titled :Sharpening the basic during bathtubs months <http://johntheucanman.com/files/70212344.pdf> which was geared toward help increase production from the May –June time frame. This article ended of being a 4star award winner. However later that the year September 2002 the FAM Suggestion was submitted. After going through the process it was adopted 100% May 2004. Later that year I was assigned as and Chaplain Recruiter at the 1<sup>st</sup> Brigade Army Recruiting Command FT Meade MD. This assignment allows me to help with FAM Implementation and experience to results. I was asked for my advice about helping 1<sup>st</sup> Brigade increase its production for new recruits.

This was another opportunity to expand FAM, I suggested a incentive program titled “Circle Of Giants” <http://johntheucanman.com/files/77074102.pdf> This idea was quickly adopted and 100% implemented. The results were amazing and once again I could experience the awards and rewards that The Circle of Giants offered. My Chaplain recruiting team won every award on offered. This program was successful mainly because it had as a reward Focus Appreciation Motivation. The fact that I have seen the effects and affects of FAM has made me realize that it is still a needed area that can help many corporations, Universities, Churches and other organizations, downsizing and demand is increasing it is more important than ever that employees do more that than required in order for the team to perform at high levels. In some cases the downsizing is occurring without consent. The United State Of America entered into recession 2007 and has been working itself back to desired levels. Normally new and better ways are created through innovation that make things get done more efficient.

This is good news for everyone however with more work getting done faster, and because of cut backs employees smaller the end results is the mission has to be achieved. It is there where FAM becomes the elephant in the room. Either a few are being FAM and the masses are not, or the few and the masses are not getting FAM. The solutions is making FAM a solutions for every on. I found when FAM was done people still did more than was required of them and they in a lot of cases went the extra mile for others. If You think FAM is needed for your team contact The U-Can! Man so we can create FAM in ways your team has not had it before. I know FAM Works and I fully persuaded that the difference between future success and future failure is FAM. Thank and hope to meet with you so we can figure out FAM for You and Your Team. The Dedication in Mandie I myself new book Graduating With Honors: If I Can, [www.johntheucanman.com](http://www.johntheucanman.com) FAM throughout. Our Book dedication is one of the best example of FAM.



“With the recommendations of the Higher Education Funding Commission, Georgia joins a growing number of states in sending a strong message to institutions, students and taxpayers alike that we will begin to measure our return on investment for the funds spent on public colleges and universities in terms of student access, progress and success.” –Georgia Governor Nathan Deal

Where are you in your educational journey? Maybe you're planning on going to college and excited and nervous about all the possibilities and challenges in your future. Maybe you're not sure if college is for you. Or maybe, like John Isom when his college story began, you have been putting off higher education for years, and now you're facing your fears and have no idea how to even get started tackling your courses.

In this book, you'll read the inspiring story of how John's five-year college journey changed his life, as well as advice and testimonies from college students of all ages and backgrounds. You'll find practical tips for studying and keeping yourself on track as well as spiritual strengthening to lift you up when you feel the road ahead is too difficult. Most of all, this book will make you realize that no matter what obstacles lie in your way, U-CAN achieve amazing things and use your personal victory to pave the way for others.

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**2<sup>nd</sup> Book To Be Released In Soft and Hard Back Date TBD, Below  
will be the added back Cover**

-- This book (a tool U-Can! use) is designed to increase Valdosta State University enrollment to **14,000 by fall semester 2015**—and keep it high in the years beyond. Its philosophy is simple:

Live a U-CAN! Life to Show Others They Can!

U- You

C- Capture your message, moments, memories

A- Attack every mission (14,000 Blazers by 2015) with your best effort

N- Never be defeated

The U-Can! Man

and

Mandie Gossage



**Cum Laude**

**Summa Cum Laude**

**Undergraduate**

**Undergraduate and Graduate school**

"Congratulations on all your academic success! Best of luck on your sophomore year!"

Mandie Gossage, The U-Can! Man's Awesome and Amazing Editor, November 22, 2010