

## Luma's Observation

Learners read policies and are expected to follow them.



*luma*

## Lumafy Tip 48

Give learners the power to spot industry heroes.



Set a challenge for learners to spot others in the organization that exemplify a specific process or policy. Make stickers that they can hand out to others or digital badges they can post online. The learner has to say what they spotted them doing right with their name and post it to the online discussion board. All learners spotted as industry heroes are put in a prize drawing.

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