Experience Grid: Harness the Power of the Encore

Encore element	Leadership intention (why it matters)	Specific activity or example
Final word	Reinforces inclusion and signals that every voice carries weight	End the meeting by asking a quieter team member or junior employee to share the final insight or key takeaway before you close.
Parting gift	Leaves a lasting emotional imprint and reinforces the message beyond logistics	Share a sixty-second story, a powerful quote, or a short video clip that connects to the day's theme and send it afterward in a follow-up email.
Mini celebration	Builds morale and highlights progress, not just problems	Close with a "curtain call" where each person names one contribution they appreciated from someone else that day.
Reflective prompt	Turns content into learning by encouraging processing and ownership	Ask "What is one thing you are walking away with?" and have participants type it in the chat or say it out loud.
Feel-good finish	Shifts energy upward and associates meetings with positive emotion	Play an upbeat song as people log off or stand up for a thirty-second stretch and reset before leaving.
Capture the moment	Bolsters connection and promotes a memory marker	Take a team photo or screenshot and send it later with a note of gratitude and one highlighted insight from the session.
Ending ritual	Creates consistency, identity, and a sense of belonging over time	Establish a signature close: a team cheer, a shared phrase, a moment of silence and gratitude, or a simple "See you on stage next week" sign-off that becomes yours.