

Learning and Development Opportunities

[Crucial Conversations for Mastering Dialogue Blended Learning, Winter 2022](#)

Session 1: Monday, February 14, 2022, 9am to 10am

Session 2: Wednesday, February 16, 2022, 9am to 10am

Session 3: Friday, February 18, 2022, 9am to 10am

Session 4: Wednesday, February 23, 2022, 9am to 10am

Session 5: Friday, February 25, 2022, 9am to 10am

[Employment Law Updates and Best Practices](#) Lane County HR Assoc., Tues. Feb 8, 10AM-11AM

[Performance Management Supervisor Development](#), Wednesday, February 16, 10AM-12PM

[Change and Ambiguity in the Workplace](#), Wednesday, February 16, 2PM-3:30PM

[Youth Programs Administrator Conference](#) Tuesday, February 22, 10AM-11:30AM

[HR Orientation for New HR Partners](#) Wednesday February 23, 1PM-2:30PM

[New Employee Orientation: You @ UO](#) Thursday, March 3, 3PM-4:30PM

[Search Advocate Training](#), multi-day workshop, begins Friday, Mar. 11, 9AM-1PM

[CUPA Webinars & Workshops](#)

Agenda

- Employee Engagement, Kaia Rogers, Sr. Director, HR Programs, Services & Strategic Initiatives
- Employee Engagement and Development, Tiffany Lundy, Learning and Development Manager
- Wellness Resources, Jen Mirabile. Sr. HR Programs Coordinator
- Q & A

Employee Engagement

Kaia Rogers, Sr. Director, HR Programs, Services & Strategic Initiatives

- It's been a difficult two years dealing with the pandemic and as HR professionals and practitioners you have been dealing with more than ever before.
- I want to acknowledge the work and care you have provided to our UO employees. We understand that the UO is not immune to the changes in the labor market and high turnover and increased search responsibilities is challenging every department.
- We want to remind you we have COVID-19 Resources for faculty and staff which includes links to many helpful resources including, COVID-19 prevention, testing and vaccination requirements, employee engagement information, employee leaves, caregiving website, flexible work arrangement information and our employee assistance program. I highly recommend you take a look at this page and share it with your supervisors and employees:
<https://hr.uoregon.edu/programs-services/covid-19-resources-faculty-and- staff>
- A link to our engagement resources for supervisors and employees can also be found on this site.
- Engaging your employees to help them feel more connected to their purpose, as well as each other, is highly encouraged right now. We are all feeling a sense of fatigue and connecting with each other is so important right now to help combat the effects of almost two years.
- Please review our webpage for ideas to engage your employees. Remember, you don't have to engage in all these actions. Pick one and work on that and see how it goes. Then try another. Continue to connect with your employees and meet regularly.
- Here is the link to our engagement resources: <https://hr.uoregon.edu/programs-services/covid-19-resources-faculty-and- staff#engage>

- The topics covered on this webpage include:
 - Keeping employees connected to one another
 - Keeping employees connected to the UO
 - Guiding Employee Engagement: Action Steps for Supervisors:
 - [Take care of yourself and encourage others to do the same.](#)
 - [Take care for one another.](#)
 - [Prioritize communication.](#)
 - [Set clear expectations.](#)
 - [Promote continuous learning.](#)
 - [For remote workers, use technology to build a sense of community.](#)
 - [Encourage work-Life balance.](#)
 - [Stay connected with UO.](#)
 - Guide to Employee Engagement: Action Steps for Employees:
 - [Take care of yourself and encourage others to do the same.](#)
 - [Take care for one another.](#)
 - [Prioritize communication.](#)
 - [Seek out professional growth opportunities.](#)
 - [Find work-Life balance.](#)
 - [Stay connected with UO.](#)

Employee Engagement and Development

Tiffany Lundy, Learning and Development Manager

- Gallup defines employee engagement as the involvement and enthusiasm of employees in their work and workplace
- Ways to improve employee engagement:
 - Prioritizing employee development
 - Facilitating a sense of purpose
 - Considering employee opinions
 - Focusing on employee strengths
- Resource: Gallup- [What is employee engagement and How do you improve it?](#)
- Questions to encourage employee development (adapted from **“5 Questions Every Manager Needs to Ask Their Direct Reports,”** by Susan Peppercorn)
 - **How would you like to grow within the institution?** Identify the career development opportunities they need — whether that’s coaching, mentoring, increased visibility, or more challenging projects. They’re more likely to stay if they feel like they’re growing.
 - **Do you feel a sense of purpose in your job?** Tap into what’s meaningful to them — and connect it with the values of the unit.
 - **What do you need from me to do your best work?** Be prepared to devote more time and resources to help your employee feel fulfilled.
 - **What are we currently not doing as an institution that you feel we should do?** Asking what they feel the university or unit could be doing better — what opportunities we might be overlooking, how to leverage resources more effectively, etc. — conveys that their thoughts and opinions matter.
 - **Are you able to do your best work every day?** This allows you to determine whether they’re optimizing their strengths.
- **Great feedback on engagement from HR partners:**
 - To feel engaged, you must feel valued; that the work you are doing is important and that others around you recognize and appreciate that.

- Employees feel engaged when trusted; create a culture of growth and development. It will be safe for employees to make mistakes and ask questions- which leads to higher overall performance.
 - Understanding the purpose/reason for the assignment so you better understand how your work ties into larger projects
 - Helping employees make connection with a lot of different people across campus is important.
 - Setting up lunches or half hour meetings with people in similar positions or team members that they won't always interact with can be really helpful in getting and keeping people engaged.
 - Ice breakers or team building activities in meetings (not related to work necessarily).
 - Feeling connected to others by one-on-one conversations.
 - Highlight employees value- employees thrive when they are seen as a resource or contributor.
 - Engage people in non-work ways - celebrating birthdays, milestones, etc. Providing space/time for these things to happen as a way of sneakily boosting morale and fostering team building :)
 - Be mindful of capacity and the need to always be on- concerns about burnout
 - Listen to employees for opportunities for growth or learning and provide opportunities where possible.
 - Team meetings dedicated to learning and sharing a group (could be around DEI or other mindfulness, etc that leads to building culture)
- **Employee Development Methods**
 - Employee development is a strategic tool for an organization's continuing growth, productivity, and ability to retain valuable employees
 - Employee development methods:
 - Coaching
 - Mentoring
 - Individual development plans
 - Cross- Training
 - "Stretch" Assignments
 - Job Shadowing
 - Contact Learning and Development for resources and support- learning@uoregon.edu or connect with Tiffany Lundy on MS Teams

Wellness Resources Jen Mirabile
Sr. HR Programs Coordinator

- [Work-Life Resources](#) webpage includes:
 - [Wellness Seminars for Faculty and Staff](#) and a [Wellness Seminars Library](#) with prerecorded wellness sessions from previous years
 - Link to subscribe to the [monthly Wellness Ambassador newsletter](#)
 - A link to Canopy, previously called Cascade Centers, the university's employee assistance program [monthly schedule of webinars](#). These webinars cover present ideas and solutions for work and life topics. Canopy also has a [YouTube channel](#) with a library of prerecorded webinars.
 - The work-life resources webpage highlights resources for [Families](#), [Navigating Work-Life](#), [Wellness](#), [Life Events](#) and [You @ the UO](#) (resources highlighted for new employees during their orientation session).
 - The bottom links for the [UO Event Calendar](#), [subscribing to the UO Families Listserv](#) and [the LaneKids Event Calendar](#).
- [Wellness Connection Emails](#)
 - Each month HR publishes a Wellness Connection email. This email highlights a wellness topic for the month and outlines the resources available on our campus, through our EAP program, LinkedIn Learning opportunities and UO's Benefits Office.

- This email is a great way to start a conversation with your employees about monthly topics and resources.
- The connection email also highlights the [Wellness Ambassador monthly newsletter](#).
- January highlighted Financial Wellness and February will highlight Heart Health.
- Please contact me if you have any questions about our EAP or other resources on our Work-Life Resources site. I am happy to assist. (mirabile@uoregon.edu).

The next HR Community of Practice meeting is scheduled for Wednesday, March 2, at 2PM. A Zoom link will be sent prior to the meeting.