

# HR Community of Practice

February 2, 2022

2:00 PM-3:00 PM



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## [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](#)



# Employee Engagement

*Kaia Rogers, Senior Director, HR Programs, Services & Strategic Initiatives*



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The following resources were reviewed:

<https://hr.uoregon.edu/programs-services/covid-19-resources-faculty-and-staff>

<https://hr.uoregon.edu/programs-services/covid-19-resources-faculty-and-staff#engage>

The notes for this topic will be available February 7, 2022, on the [HRCP Highlights webpage](#).



# **Employee Engagement & Development**

*Tiffany Lundy, Learning & Development Manager*



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# Employee Engagement

- 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 growth- Employee Check in

- 1. 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.
- 2. 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.
- 3. 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.
- 4. 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.
- 5. Are you able to do your best work every day?** This allows you to determine whether they're optimizing their strengths.

This tip is adapted from [“5 Questions Every Manager Needs to Ask Their Direct Reports,”](#) by Susan Peppercorn



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# 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](mailto:learning@uoregon.edu) or connect with Tiffany Lundy on MS Teams





# Work-Life Resources

## Wellness Seminar Series

Human Resources partners with Cascade Centers, our employee assistance provider, to offer seminars for benefit eligible employees.

[Wellness Seminar Series](#)

## UO Wellness Listserv

Subscribe to the UO Wellness Listserv to receive monthly emails. Look for a confirmation email in your junk mail to verify your subscription request.

[UO Wellness Listserv](#)

## Other Education Opportunities

Cascade Centers, UO's Employee Assistance Provider (EAP), regularly offers webinars on a variety of work-life topics.

[EAP Webinars](#)

The University of Oregon recognizes the importance of well being and wellness and is committed to helping members of the university community balance their work, educational and personal responsibilities. A variety of work-life resources are available to help faculty and staff live happy, healthy, and fulfilled lives.



[Family Resources](#)



[Navigating Work and Life](#)



[Employee Wellness](#)



[Life Events](#)



[YOU @ UO](#)



[Work-Life index](#)

## Family Friendly Events

[UO Events Calendar](#)

[LaneKids Activity Calendar](#)



# Questions and Answers

**Please use the chat function in Zoom to submit questions – default to everyone so your questions are visible to all. Thanks!**



**Thank you for attending today's  
HR Community of Practice meeting.**

**The next HRCP meeting is Wednesday, March 2, 2022.**



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