Leadership Update | Issue 7, March 2017

The Office of Human Resources’ monthly leadership update provides you with learning opportunities, support for leading your team and other information that may be beneficial to you as a leader in the UM System.

Current Learning Opportunities

**Performance Appraisal Training for Managers**
It’s that time of year. Annual performance appraisals are on everyone’s mind. HR has a number of in-person and online training sessions to ensure you and your employees have a successful process. Visit the [myPerformance](#) website for details including a new resource to rate the D&I Success Factor which can be found under written resources on the employee and manager myPerformance training pages.

Employees begin their self-appraisals March 15. Take advantage of the important goal-setting resources listed below. Setting [S.M.A.R.T. goals](#) (PDF) is a valuable component of planning for the year ahead.

**Quarterly Leadership Workshops**
Do you have all the tools to sail the eight C’s of performance management? Join us on April 11 and see!

Engage with your fellow leaders at the quarterly workshop series. Develop your leadership skills. RSVP to all events by responding to the Outlook calendar invitations. Are the following events missing from your calendar? Email the [Careers and Culture Department](#) for more information.

<table>
<thead>
<tr>
<th>April 11, 2017</th>
<th>July 28, 2017</th>
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<tbody>
<tr>
<td>Performance Management</td>
<td>Employee Reward &amp; Recognition</td>
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**Program Announcements**

**New Leaders with New Skills for Our University**
The [Dr. Elson S. Floyd Administrative Leadership Development Program](#) (ALDP) is a proving ground where emerging and current leaders expand and refine leadership skills. Check out the [2016 ALDP cohort](#) (umurl.us/aldp), who just concluded their yearlong training. Offer your congratulations if you know someone who has completed this prestigious program.

**Leadership Foundations Program**
Interested in networking with the UM System’s new leaders? Join one of three vital training sessions. Visit the [Leadership Foundations](#) webpage to register for the HR Basics, Recruitment & Selection, and Finance. If you are unable to register within myLearn, email [Katina Volle](#) or [John Thomas](#) for help. This program fosters high performance and fulfilling careers among UM System leaders.

**Did You Know**

**Talent Fulfillment Lunch & Learns**
The careers and culture department is here to help you with your recruitment and selection needs. Join us for this quarter’s lunch and learn focused on recruiting, interviewing and hiring skills on either March 23rd or April 4th. Accept or decline Outlook invitations on these dates in lieu of registering. Contact Judy Ricks with questions or for additional details.

**myLearn Goal Setting & Decision Making Resources**
• Achieving Smart Goals
• Aligning Unit Goals and Imperatives
• 151 Quick Ideas for Delegating and Decision Making
• Making and Carrying Out Tough Decisions

Team building is easier than ever!
Reach out to the Careers and Culture team if you want to hold a team building activity. Team building:
• Facilitates better communication
• Motivates employees
• Promotes creativity
• Develops problem-solving skills
• Increases trust among team members

"Build your team a feeling of oneness, of dependence upon one another and of strength to be derived by unity."

—Vince Lombardi