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

Join us for tomorrow’s Quarterly Leadership Workshop on Performance Management
The next quarterly leadership workshop is scheduled for tomorrow (Tuesday, April 11) from 1:00-4:00 pm. Are you ready to develop your performance management skills and hear remarks from President Choi?

Boost Employee Engagement with Quality Performance Reviews
When performance management is done well, it elevates employee engagement. “Employee engagement” describes the level at which employees are committed to the university’s goals and motivated to contribute to the organization’s success as well as their own success. Three of the key drivers for building engagement are:
1. Forging connections between employees and their leader, the university and their job
2. Recognizing employees’ achievements
3. Providing opportunities for development and quality feedback

As you give your direct reports their performance reviews, be thoughtful, accurately reflect the individual’s performance and provide clear comments as to why specific ratings were selected. Performance reviews are not always easy, but you can use them as a powerful tool to build a motivated team working at peak effectiveness.

Quarterly Leadership Workshop: It’s a Matter of Trust
Are you ready to engage with your fellow leaders and develop your relationship and interpersonal skills? The

Program Announcements

Leadership Foundations Program: From Budget Basics to University Excellence
As President Choi has shared, we will be operating with a tighter budget in the short and long terms. The president has called on all of us to help identify programs of excellence, ways to save on expenses and methods for growing revenues. But it is difficult to offer constructive ideas without knowing some budget basics.

Learn more about how the university is funded and how to understand your budget better. Join one of the April sessions on finance. Visit the Leadership Foundations webpage to register. While you are registering, consider signing up for an HR Basics or Recruitment & Selection session, too. If you have difficulty registering within myLearn, email Katina Volle or John Thomas for help. The Leadership Foundations Program fosters high performance and fulfilling careers for UM System leaders. Join today. It’s your home base for success.

Did You Know

You can get help in rating your employees on the Diversity & Inclusion success factor
July 28, 2017, Quarterly Leadership Workshop will focus on trust—another powerful tool in boosting employee engagement. Email the Careers and Culture Department if this event is missing from your calendar or for more information.

myLearn Engagement Resources
- Employee Engagement
- 50 Activities for Employee Engagement
- Beginning Your Coaching Engagement
- Positive Atmosphere: Establishing an Engaged Workforce
- Live Event: Leading Your Own Life: A New Approach to Employee Engagement and Leadership Development

Women in Leadership Conference
Join us for the Women in Leadership Conference on June 15, 2017, from 8:00 am-4:00 pm. This year’s conference is at the Inn at Grand Glaize in Osage Beach. Enjoy new, formal networking events and exhibitor booths. To receive future updates about the conference, make sure you join the mailing list!

"Teamwork represents a set of values that encourage behaviors such as listening and constructively responding to points of view expressed by others, giving others the benefit of the doubt, providing support to those who need it, and recognizing the interests and achievements of others."

– Katzenbach & Smith

The Diversity and Inclusion Success Factor Rating Resource can assist you in rating your direct reports on this success factor. This guide and more are available on the myPerformance employee and manager training webpages.

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

Office of Human Resources | Contact the Careers & Culture Department at umhrcareersculture@umsystem.edu