Subject Line: How to build a star team – Leadership Update, April 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

Do you know how to cultivate and leverage trust alongside your colleagues and within your teams?
At the July 28, 2017 Quarterly Leadership Workshop we will put on our Trust Glasses (as Stephen M.R. Covey calls them) and dive in to this invaluable topic. Email the Careers and Culture Department if this event is missing from your calendar, or for more information.

Boost Employee Engagement with Quality Performance Reviews
When discussing leadership traits during the April 11, 2017, Quarterly Leadership Workshop, President Choi noted that he values collaboration and mutual respect, and realizes every single stakeholder within the system can contribute. He also asked leaders, “How do we bring out the best in people? We need to empower people, appreciate their contribution, and demonstrate that together we can be a stronger system than when we work in silos.”

During April’s Performance Management Workshop, leaders participated in the Build a Tower, Build a Team activity to reinforce collaboration, mutual respect and the contribution of each individual.

Program Announcements

Talent Fulfillment
The first step to developing a star team is to have high-quality recruitment. Careers and Culture now provides competency-based interview guides. These guides provide helpful interview questions that mirror the position’s Success Factors.

Reach out to Careers and Culture if you are interested in utilizing this resource for an upcoming interview or upcoming interviews.

Did You Know

Careers and Culture has resources to help you define and pursue your career?
Check out the My Career Plan resources to help you and your employees define and pursue career paths:

- Ask yourself about your own goals and progress
- Explore ways to progress, assess, and revise the path you are on
- Do the necessary work to further your career
Leaders can visit the Leadership SharePoint site to access presentations and handouts from the leadership workshop.

**myLearn Performance Management Resources**
- Creating Clarity
- Humility is Key to Collaboration
- Effective Leadership: A Process of Continuous Self-Improvement
- Great Leaders Listen
- Communicating Powerfully

**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. Register for the conference and view the conference page as logistics are updated.

"A team is more than a collection of people. It is a process of give and take."

–Barbara Glacel & Emile Robert Jr.