Engaging U: Building Staff Engagement

Sponsors:

**Victor Bloomfield,
Associate Vice President,
Office of Public Engagement**

**Carol Carrier, Vice President,
Office of Human Resources**

Five Learning Outcomes

➤Intergenerational differences at work matter. David Stillman's presentation was eye opening and applicable. I learned to be sensitive to the backgrounds and manners of generations different than my own, which are not good or bad, but different (and understandable).

➤Appreciate the strengths and diversity of thought brought out by team work.

➤Everyone has different strengths on a team; a true leader will identify individuals' strengths and bring them out, as well as their own, then coordinate them within the team dynamics.

➤Establishing trust is essential to success, whether on an individual project or a group project. If you cannot trust your co-worker, it's going to be a stormy project!

➤True teamwork means that, together, we are smarter than any one of us is individually. I don't have to do it all myself (whatever the "it" is), but can work with my strengths and be confident that others will work from theirs, leading to a really excellent outcome.

"To me it means how much of oneself is welcomed, supported, and utilized in the workplace. I believe that the more an employee brings all of their talents, perspectives, and passions to their work, the more likely it is that their personal missions will link with and serve the mission of the organization. This kind of staff engagement contributes to employee satisfaction, productivity and retention."

Beth Zemsky

"Taking ownership and responsibility in the area of your work, commitment and 'buy in' that's in line with the organization/departments mission."

Tim Hoaglund

Drivers For Engagement

Communication

➤Create a Staff Engagement Committee.
➤Create a Staff Engagement Web page.

Community Building

➤Encourage staff involvement in service activities throughout the University.

➤Create better links between staff groups and the work of the Council on Public Engagement (COPE) and the Office for Student Engagement and Leadership.

Training

➤Encourage ongoing staff training and development.

➤Provide information during training for managers about the importance of staff engagement.

Career Mobility

➤Require supervisors and managers to have conversations with their employees related to career interests, goals, and aspirations during performance reviews.

➤Promote and market the services offered through Career Development Services.

Work/Life Balance

➤Encourage and support alternative work arrangements within colleges/administrative units.

➤Research additional options for creating a family-friendly environment on campus.

Rewards and Recognition

➤Promote creative and individualized ways for University leaders at all levels to say "thank you."

➤Promote recognition of accomplishments at the University using awards.

Engaged Staff

Commitment/ Involvement — **Leadership**

Rewards & Recognition — **Empowerment/ Ownership** — **Communication**

Training — **Career Mobility** — **Work/Life Balance** — **Community Building**

PEL Project Group: Mike Allen, Asim Dorovic, Janet Kendra, Laura Negrini, Laureen Ross McCalib, Mary Ellen Shaw

**UNIVERSITY OF MINNESOTA
Engaging U**