

Employee Engagement Consulting Pilot Team Information Session

Why Are We Here?

Your department has jumped at the opportunity to participate as a pilot group for a new initiative with Student Affairs Learning and Development. Learning and Development is responsible for developing our division's employee engagement strategy. Some of our programs and services include: professional and career development, onboarding, recognition and organizational consulting.

You may have participated in previous campus, divisional, and departmental initiatives such as SPI, RSSP Big Ideas, CUSCA (Council of UC Staff Association) Engagement Survey, etc. Through these initiatives we know it is important to be proactive and ask employees, “What does ‘awesome’ look like at work?”



Learning and Development works closely with a ten-person cross-divisional team, the Student Affairs Employee Engagement Committee. One charge of this committee is to develop a proactive and sustainable strategy to measure, from the employee perspective, how awesome we truly are. What are our strengths and development opportunities? Ultimately, we want to ensure we are in an *awesome* workplace together. Through this pilot we hope to explore *awesome* further.

What Does Awesome Mean?

When thinking about *awesome* – the blog, [1000 Awesome Things](#) came to mind. The blogger posts a different *awesome* moment every day. Awesome moments are those things in life that make you want to do a fist pump in the air or high five your co-worker. For example, when you are at the grocery store standing in a long checkout line and a new check stand opens up and they invite you over first – *awesome!* The blog has turned into a book series because of the endless amounts of *awesome* moments that exist in the world – you can [check out the video trailer here](#).



Take a moment and think of **your** personal *awesome*. Now think of your *awesome* at work. That's what we want to find out about and build on in the workplace!

How Do We Measure Awesome?

Your senior leader in your department has committed to finding out more about your experience as an employee. Each pilot area has a Sponsor and Ambassador. The Ambassador for each area will



serve as a liaison between the Learning and Development team and your area. Be sure to follow up with them if you have additional questions or ideas.

The Employee Engagement Committee and Learning and Development staff sought out the best tool to measure *awesome* and found that Gallup™, a leader in performance and engagement analysis, had a tool that would fit our needs. The Q12 survey created by Gallup™ will gauge our level of

“awesomeness.” The survey is nationally benchmarked, actionable, and predictive of engagement. In total, there are five pilot teams who will initially participate in the survey and subsequent planning after the launch: SAIT, Business Operations, ASUC Auxiliary, Registrar, SA Finance and Administration.

On June 9, each staff member in these areas will receive a link to the Gallup™ Q12 Employee Engagement Survey. The survey itself takes 5 minutes, and is only 12 questions. We've [created a video](#) to share more about what the survey asks. You'll have the entire month of June to complete. We'll then spend the rest of the summer reviewing results in partnership with your area and creating action plans with your leaders to sustain or infuse new ways of *awesome* that you can expect to see in the 2014-15 academic year!



Remember – your Ambassador can help answer questions about the survey and overall initiative should they arise. We are excited to learn more about your experience!

Participating Departments & Point of Contact

Department: SAIT

Sponsor: Angela Blackstone

Ambassador: James Dudek

Learning and Development Consultant: Erin Wixson

Department: Business Operations

Sponsor: Susan Roach

Ambassador: Tonia Valmore

Learning and Development Consultant: Lance Page

Department: Office of the Registrar

Sponsor: Rose Chan Gee

Ambassador: Walter Wong & Erika Daniels

Learning and Development Consultant: David Atwood

Department: ASUC Auxiliary

Sponsor: Kelsey Finn

Ambassador: Justin Gomez

Learning and Development Consultant: Annalyn Cruz

Department: Finance & Administration

Sponsor/Ambassador: Jodie Rouse

Learning and Development Consultant: Lance Page