

Employee Engagement Consulting Information Session 2016-17

Why Are We Here?

Your department has jumped at the opportunity to participate in Employee Engagement Consulting with Student Affairs Learning and Development. Learning and Development is responsible for the 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 previous campus divisional and departmental initiatives such as Go Big, Campus Climate Survey, Trust Index, etc. Through these initiatives we have heard it is important to be proactive and ask employees, "what makes a great workplace"

SA Learning and Development and the Employee Engagement Committee developed a proactive and sustainable strategy to measure, from the employee perspective, how awesome we truly are. What are the strengths and development opportunities? Ultimately, we want to ensure we make a great workplace for all.



What Does Awesome Mean?

what is your **AWESOME?**

We want to direct your attention to a blog entitled, [1000 Awesome Things](#). 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 neighbor. Like 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* that exists in the world – you can [check out the video here](#).

Activity

1. Take a moment and think of your personal *awesome*. Write this on the front of your index card.
2. Now think of your *awesome* at work. Write this on the back of your card.
3. Share this with a partner next to you.
4. Ask a few volunteers to share with the large group.

That's what we want to find out about and build on in the workplace.

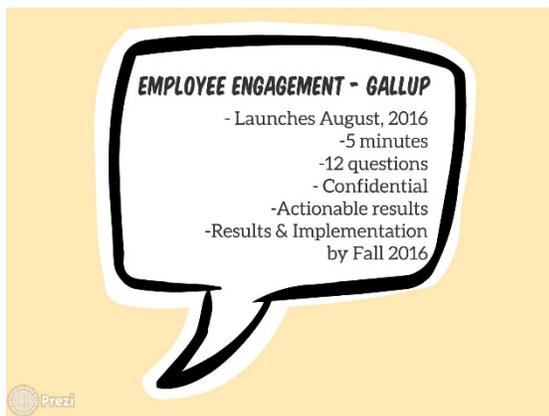


How do we measure Awesome?



Participating departments all have a Sponsor and Ambassador. Your senior leader has committed to finding out more about your employee experience. The Ambassador for each area will serve as a liaison between your Learning and Development Consultant and your department. Be sure to follow up with them if you have additional questions or ideas.

The Employee Engagement Committee and Learning and Development found that Gallup, a leader in performance and engagement analysis, had a tool that would best fit our needs. The Gallup Q12 survey will help gauge our level of “awesomeness.” The survey is nationally benchmarked, actionable, and predictive of engagement.



Staff members in participating departments will receive a link to the Gallup Q12 Survey from their Ambassador. 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 July to complete. We'll then spend the rest of the summer reviewing results in partnership with your area and creating action plans to sustain or infuse new ways of *awesome* that you can expect to see in the fall.

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