OA Council Leadership Symposium 2023
Engaged Leaders
Welcome

- Agenda for the Day
  - OA Council priorities and progress
  - OA Star Nominations
  - Campus Climate Survey Updates
  - Panel discussion with campus resources on OAs as engaged leaders

oa.uoregon.edu
OA Council

- OA Council Priorities and Progress
- OA Council 2023 membership survey outcomes
- OA Star Nominations
Diversity, Equity, and Inclusion/
Campus Climate Survey Outcomes

- Outcomes
- Next Steps
OAs as Engaged Leaders, an Ecosystem of Professional Development and Support Resources

Goal: Ensure that new OA’s can discover a path for their continued growth, and that mid-career OAs can find fresh and invigorating ways to engage in their profession.

Objectives:
1. Discover the many learning and development resources available through HR, with Chloe Barnett
2. Ensure you are accessing desired benefits and employee assistance program resources, with Anne Willis
3. Learn about the UO Leadership Academy, and the outcomes from Culture of Leadership assessment project, Sierra Dawson and Renée Delgado-Riley
4. Create tangible support for the employees in your unit, with Evey Lennon
Intro Activity: Think to yourself for 1 minute, then turn to a neighbor and share

1. What is one thing you are hoping to get out of this morning’s session?
2. What is one campus resource that currently supports your continued learning and growth?
Discover the many learning and development resources available through HR

UO Learning and Development provides training, education, and professional development opportunities so that employees can gain new skills and advance in their careers. We focus on training surrounding:

- Leadership and Supervision
- Communication, Collaboration, and Relationship Building
- Planning and Productivity
Core Programs

Leadership and Supervision
- Emerging Supervisors Series
- Financial Stewardship Institute

Communication, Collaboration, and Relationship Building
- Crucial Conversations for Mastering Dialogue
- Crucial Conversations for Accountability

Planning and Productivity
- Getting Things Done
- Project Management
- Desktop skills - Excel Training
Facilitation Services

- We facilitate workshops for departments across campus focused on your specific needs and goals.

- Workshops include:
  - Team Building
  - Creative Thinking
  - Workflow and Process Mapping / Review
  - Facilitated Debrief
We offer coaching for individuals and teams based on the CliftonStrengths Assessment:

- 1 on 1 Coaching Sessions
- Discover Your Individual Strengths - Teams session (90 minutes)
- Strengths and Teams (60 minutes)
- CliftonStrengths for Supervisors (90 minutes)
MyTrack: Find and Register for Training

- Use to register for synchronous training (in-person, via Zoom, etc.)
- Use to access eLearning courses
- Training options are offered by departments and programs from across campus
LinkedIn Learning: Online Learning

- Thousands of professionally developed video-based courses you can take at your own pace
- Focus: Business, Technology, and Creative
- Save courses, create collections, share content with others - or use LinkedIn Learning as a platform for custom training content
Academic Impressions: Online Learning

- Leadership, personal development, and skills-based training focused on higher education professionals
- A variety of delivery methods - live virtual training, recorded training, articles, and more
- Supervisor certificate program
- Five Paths to Leadership Self-Assessment
Online and Self-Guided Learning

A library of self-paced online learning resources organized around professional content areas, curated for UO employees by Learning and Development.

https://hr.uoregon.edu/online-and-self-guided-learning

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Monthly Learning Challenge

A self-paced professional development opportunity for employees.

Each month, we collect a series of recommended online learning resources based around a specific topic or theme, then provide you with independent and team-based activities and discussion questions to facilitate learning.

https://hr.uoregon.edu/learning-challenges
Get in Touch

E-Mail: learning@uoregon.edu

Website: https://hr.uoregon.edu/learning-and-development
Reflection & questions

- What was one new resource that caught your attention that you will follow-up on?
Ensure you are accessing desired benefits and employee assistance program resources

- Employee Assistance Program
- Wellness Programs
- Savi - Student Loan Debt Relief Assistance
- Care.com
Employee Assistance Program

• Services available to all PEBB members and their dependents

• Information and services provided is kept confidential

• Set up your account online to explore all of the services offered by Canopy

For additional information visit https://hr.uoregon.edu/employee-assistance-program
Employee Assistance Program

Summary of Services

• Short-term counseling – up to five free sessions per incident, per year
• Child and elder-care resource and referral
• Financial coaching and consultation
• Will kits
• Legal consultations and mediations
• Home ownership program
• Pet insurance
• Crisis counseling
• Fertility health and family building
• And much more....
Wellness and Discount Programs

Canopy - Employee Assistance Program

Active&Fit Direct - Discounted Gym Memberships

Better Choices, Better Health – Internet based workshop to help manage chronic conditions

Quit For Life – Tobacco Cessation

Diabetes Prevention Programs – Offered by the medical plan carriers

Healthy You – Web based well-being program

WW (formerly known as Weight Watchers)

WholeLife Directions – Internet based program designed to help improve overall health

For additional information visit https://www.oregon.gov/oha/PEBB/Pages/Wellness-Programs.aspx
Savi

- Student debt solution designed to help you understand your repayment options
- Provides assistance with navigating the requirements of the Public Service Loan Forgiveness Program
- Available to UO employees and their immediate family members

Visit the HR website for full details, https://hr.uoregon.edu/public-service-loan-forgiveness-program
Care.com Membership

- UO provides employees a Care.com membership
  [https://hr.uoregon.edu/carecom-membership](https://hr.uoregon.edu/carecom-membership)
- Access to network of caregivers and helpers for services which include:
  - Childcare
  - Senior care
  - Pet care
  - Housekeeping
- Employee have access to LifeMart discounts
Care Talks

• UO employees have access to Care Talks hosted by Care.com
• Care Talks are a series of webinars to provide advice and guidance from expert speakers
• Seven Care Talks are offered per month on a variety of topics
• Find out more and register here: https://www.care.com/business/care-talks/
Contact the Benefits Team

E-Mail: hrbenefits@uoregon.edu

Website: https://hr.uoregon.edu/benefits
Reflection & questions

- What was one resource that you think would be helpful for a colleague that you will share with them this week?
UO Leadership Academy, and the outcomes from Culture of Leadership assessment project

- What is the UO Leadership Academy?
- Outcomes from the UO Leadership Culture Study
UO Leadership Academy
2022-2023 Graduates
The academy's curriculum is designed to create an engaged learning environment, and uses evidence-based scholarship and best practices in transformational leadership. To that end, the following objectives will be met.

Objectives

- Build an institutional culture that frames leadership as operating from a core set of values and the corresponding actions consistent with those values.
- Create and nurture an inclusive community of diverse leaders at the University of Oregon.
- Increase knowledge of the models, frameworks, and competences for effective leadership.
- Understand the concepts of transformational leadership: a process that situates leaders and followers as co-contributors to resolution and goal attainment.
- Frame leadership from a strengths-based lens, grounded in current research, theory, and best practices.
- Enhance skills and knowledge for one's current role; increase capacity to serve as leaders in today's higher education environment; and increase potential for leadership advancement.
UO Leadership Academy

Applications open Nov. 2023, and due Jan 2024

APPLICATIONS FOR THE 2023-24 COHORT ARE NOW CLOSED. NEXT YEAR'S APPLICATIONS WILL OPEN NOVEMBER 2023.
Service-Oriented Higher Education Leadership Culture

- Leadership as a service
- Communities of Care
- Strategic & collective equity actions
- Middle management has agency
- Institutional leadership inspiring & influential
- Leadership Academy lessons as the institutional model

Renée Delgado-Riley, Ph.D,
Reflection & questions

- Do you think of leadership as a position, or a set of behaviors?

- What is your strongest leadership behavior?
Create tangible support for the employees in your unit

- Encourage a culture of learning
- Remove barriers
- Partner with experts
- Provide opportunities
Reflection & questions

What is one thing that Evey described that you can apply to your own unit?
Final Reflection Question or Comments

How will you convert what you learned this morning into an action that will help you, or your team, to learn and grow in ways that bring you joy?
Thank You for attending!

- OA Council Website: oa.uoregon.edu
- OA Star Nominations, open in June and through August 25th
- Fall open meeting and OA Star Reception
- *Session Two (for those registered) stay in this room*