The Organizational Development & Engagement (ODE) area of Human Resources provides learning and development opportunities to promote employee engagement. ODE staff aim to help create a productive and successful organization that uses best practices to attract, develop and retain employees.

There is no time like the present to participate in professional development! ODE offers a variety of virtual professional development options such as the Live Training Via Zoom. Our live Zoom training gives you an opportunity to interact with the presenter and participants in real time. Please see our upcoming Live Trainings Via Zoom below:

**Facilitating Effective Performance Evaluations**  
*When:* Wednesday, May 20, 2020 • 2:00 PM – 4:00 PM

**Building Resilience in Uncertain Times**  
*When:* Tuesday, May 26, 2020 • 1:30 PM – 3:00 PM

**Dealing with Challenging Attitudes: From the Inside Out**  
*When:* Tuesday, June 2, 2020 • 1:00 PM – 2:30 PM

**Employee Engagement Overview**  
*When:* Thursday, June 4, 2020 • 2:30 PM – 4:00 PM

**Resolving Conflict**  
*When:* Tuesday, June 9 2020 • 1:30 PM – 3:00 PM

**The Employee Lifecycle**  
*When:* Thursday, June 11 2020 • 2:30 PM – 4:00 PM

**Communication Styles**  
*When:* Tuesday, June 16, 2020 • 1:00 PM – 2:30 PM

**Productive Work Habits**  
*When:* Wednesday, June 17, 2020 • 2:00 PM – 3:30 PM
How to Handle Change

Everything and everybody is constantly changing, the only thing in the world that is really constant is the fact that things change. If the world didn't change, we would have no progress. However, change can be disruptive and a major component of stress, so it is important to recognize and understand why changes are occurring. It's even possible that you will experience a negative reaction to change from time-to-time — after all, change is often quick and constant in today’s workplace. In this webinar, we are going to talk about change, and the thoughts, feelings, emotions and behaviors that change can bring.

Our goals during this session are to:

1. Create an awareness of the change around us.
2. Discuss how we respond to change.
3. Learn to recognize change behaviors.
4. Explore positive strategies for coping with change.

Jasmine Williams-Thompson, HR Benefits Specialist, Recommends:

I recommend “Managing Your Career as an Introvert”. If you are more reserved but would like to use introversion to your advantage, this session will definitely help you do that. One thing that stood out to me from this session was really pinpointing my strengths and skills as an introvert.
ODE SUMMER VIRTUAL BOOK CLUB

Join Organizational Development & Engagement (ODE) for a summer book club open to UNT World employees via Zoom. We will meet over the course of four Fridays over the summer and discuss via Zoom The Speed of Trust by Stephen M. R. Covey. To participate, you must commit to reading the book and participating in the zoom sessions. Please register in UNT World Learning (UWL).

We will meet from 11 a.m. to Noon on these dates:

- June 5th (Read intro and The First Wave-finish with Core 4 Results)
- June 19th
- July 10th
- July 24th

In this book, Covey discusses and analyzes the impact of trust or the lack of trust within organizations. Through participating in this book club, ODE hopes you evaluate your own personal trust that you extend to others in hopes that we work toward a better work place.

This is a great way to interact with faculty and staff across UNT World. You must register by Friday, May 22nd. The club is almost full, so it is a first come, first serve registration basis.

**CLICK HERE TO REGISTER** (By registering, you are agreeing to read the book and participate in the four discussions).

---

**Engagement Encouragement**

As we continue to adapt to our "current normal" in this virtual world that we are working in, sustaining employee engagement is essential to our success as an organization. "**Nothing is more frustrating than feeling as if you want to do a good job at work but don’t have the right equipment to do so** (Gallup, 2014)." One of the foundational questions on the Gallup Q12 survey is Q2: I have the materials and equipment I need to do my work right.

As a foundational question for measuring engagement, issues in this area may cause issues in other areas of an employee’s engagement. Both employees and supervisors
should communicate regularly about items needed in order to work effectively remotely. Regular communication and feedback about materials and equipment will ensure that as our “current normal” continues to evolve the ever-changing needs can be addressed. During times where it may seem challenging or impossible to identify a solution, employees and supervisors should collectively come up with operational alternatives to navigate barriers that might be getting in the way of productivity or performance.

Diversity & Inclusion Featured Training

Cross-Cultural Intelligence

Being able to work across cultures is an increasingly necessary skill for all employees. Communications expert Tatiana Kolovou helps you develop the cross-cultural intelligence to navigate cultural differences. She outlines the six primary areas of cultural difference, highlighting the differences between high- and low-context cultures. Once you can recognize the differences, she helps you use visual and nonvisual cues in the environment to inform your actions and respond effectively. The course closes with two scenarios that demonstrate how to apply the principles of cross-cultural intelligence.