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:

- **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**  
  When: Tuesday, June 23, 2020 • 10:30 AM – 12:00 PM

- **Customer Service Principles: Problem Solving**  
  When: Tuesday, June 30, 2020 • 2:30 PM – 4:00 PM
Emotional Intelligence
This webinar is designed to provide you with the knowledge and tools to develop your emotional intelligence. You'll learn how to avoid self-sabotaging outcomes by altering how you perceive and respond to emotionally charged situations.

Also, you'll improve your ability to resolve conflict constructively, create a productive work environment, build and mend relationships, and bounce back from setbacks and disappointment.

Our goals during this session are to:

1. Manage your emotions by recognizing how your thoughts and emotions are connected.
2. Improve your self-control by identifying physical cues that indicate your emotions may be taking over.
3. Learn how to use assertive communication to express your needs and feelings appropriately.
4. Discover how emotional intelligence can help you develop positive relationships at work and a more optimistic outlook.
5. Explore how to use emotional intelligence to bounce back from setbacks.

Denise H. Winchester, UNT Health Science Center Campus, HR Intern, Recommends:

"6 Morning habits of High Performers": This 23-minute course suggests that we commit to one or more of the Six habits each day to increase daily performance that will be beneficial in professional or personal life. The acronym used to describe the habits is SAVERS, and they are silence, affirmations, visualization, exercise, reading and scribing. By incorporating one or more daily, they are sure to place individuals on the path to success.
DARE TO LEAD

Dr. Brené Brown has studied vulnerability and leadership for over 20 years. Her research has led to Dare to Lead. The three main lessons from the book are:

1. To be a daring leader, you need to be vulnerable
2. Being transparent with your team creates respect
3. Sharing values builds trust throughout a team

Higher education staff and faculty can benefit from learning from Dr. Brown by being more vulnerable and transparent with our teams and departments while building trust through shared values.

ODE knows the importance of employee engagement doesn’t diminish just because we don’t see each other every day. In many ways, understanding employee engagement is more important than ever!

While you might assume that working remotely would be alienating, Gallup has reported this group to be some of the most engaged!

“Those who spend 60% to 80% of their time working remotely are the most likely to be engaged,” (Gallup, 2020, Is Working Remotely Effective? Gallup Research Says Yes).

A large part of building engagement remotely is the understanding that, “isolation and loneliness are two different things”. Being apart doesn’t mean that we don’t need connection, what is most important is that we find “meaningful connection”. How can we do that? Reach out to your peers, co-workers, supervisor, and friends and ask what meaningful connections mean to them and then support those! One of ODE’s 7 Beliefs is
that, “Great teams are not accidental but are intentional”. Set aside time often to build intentional and meaningful connections with others.

Diversity & Inclusion Featured Training

**Inclusive Leadership**
Join global workforce management expert Dr. Shirley Davis as she shares how to create and lead an organization that leverages the diverse talents of all contributors. Dr. Davis reveals the benefits of inclusive leadership, including the positive impacts it can have on employee engagement, innovation, and creativity. She then outlines a best practice framework for developing inclusive leaders in an organization, and shares tips for avoiding common leadership pitfalls. Upon wrapping up this course, you’ll be equipped with practical strategies you can use to cultivate a more inclusive workforce.