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.

Gallup Engagement Survey to hit your inbox October 26th!

If you have not already heard from your institution’s communications, the Gallup survey will be sent in an email the morning of October 26th with the subject line “[EXT] You’re invited to participate” and will run through November 6th. Everyone will have a unique link to this survey so please do not forward the survey link to anyone.

So, what's new this year?

Faster access to results and better access to helpful resources with the use of the new Gallup Portal!

Results will be available by December 2020. Individuals will be able to log on to the new Gallup Portal using the same User ID and password that is used to access many other work applications. Here are a couple of highlights with using the new portal:

- Cleaner view of the engagement report that includes a snapshot of all Q12 engagement scores on the first page.
- Ability to filter your own reports based on your institution and department without having to generate multiple PDFs
- An Artificial Intelligence feature that identifies helpful resources unique to your department’s results.
- Ability to download your engagement report as PDF, EXCEL, PPT, etc.

*teams with less than four people will not have a department report in order to protect confidentiality of individual’s responses

Utilizing the New Gallup Portal Informational Sessions

ODE is super excited to introduce UNT World to this new portal that we have set up a few sessions for people to attend and learn more about the new platform.

Sign up for one of the sessions below:

- **Friday, November 20th 2PM-3PM** via Zoom
- **Monday, November 23rd 11AM-12PM** via Zoom
- **Tuesday, December 1st 2PM-3PM** via Zoom

If you have any specific questions about enrolling in these sessions, please contact ode@untsystem.edu.

Additional Resources
To learn more about why we are partnering with Gallup to make engagement apart of our UNT World culture, here are a few resources from Gallup that explains who they are and what they do.

Our [Gallup Engagement Website](#) has additional resources for team members to explore, such as FAQs Action planning, previous year results, etc.

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**Upcoming Live Sessions via Zoom**

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:

**Communication Styles**
When: Thursday, October 29, 2020 • 10:00 AM – 11:30 AM

**The Employee Lifecycle**
When: Thursday, November 5, 2020 • 1:30 PM – 3:00 PM

**De-escalation Techniques: How to Communicate Effectively with Upset People**
When: Tuesday, November 10, 2020 • 1:30 PM – 3:00 PM

**Multi-Generational Workplace**
When: Wednesday, November 18, 2020 • 10:30 AM – 12:00 PM

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**Featured Webinar of the Week**

**The Art of Successful Coaching**

Coaching is a powerful tool and an important part of supporting your team’s growth and development. But what is coaching and what can it do? And, more to the point, how do you make coaching work for you and your team? The claims for what coaching can do—such as increasing productivity, improving quality, strengthening organizations, and retaining the best employees—are numerous and may strike anyone inexperienced with coaching with some skepticism. Can coaching really produce such exceptional results? The answer is yes!

Our goals during this session are to:

1. Define and distinguish the differences between coaching and other development strategies
2. Articulate the key elements of successful coaching
3. Identify common challenges to successful coaching
4. Explain how to establish and maintain successful coaching relationships
5. Identify a Framework for Successful Coaching
Featured 5 Minute Wisdom

**Leading Teams with Justin Stewart**

Justin Stewart, Continuity of Operations Program Manager, Emergency Management & Safety Services, UNT, talks about the characteristics of an effective team and his role as a leader in developing effective teams in the “Leaders on Leading” audio clip series. This series features quick, entertaining, and motivating Q&As with organizational leaders on having an impact and developing people. Listeners will get real-world advice, learn practical tips, and hear inspirational stories to help improve their own leadership skills.

**Justin Stewart**
Continuity of Operations Program Manager, Emergency Management & Safety Services, UNT

The **ODE 5 Minute Wisdom Podcast** is available on Spreaker, Spotify, and Apple podcast platforms.

**CLICK HERE** to view all of our podcasts on the ODE website.

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Professional Book Recommendation

**MULTICULTURAL RELATIONS ON CAMPUS: A PERSONAL GROWTH APPROACH**

This is a great workbook for individuals looking for activities to promote personal growth around diversity awareness. It is especially geared to student affairs practitioners. The author covers such topics as Stereotyping, Developing Sensitivity, Identity Development, Multicultural Communication, and finally Multicultural Action Planning. With each topic, the author explains the associated theories or issues and then offers supporting activities to promote individual growth. In addition to those in the student affairs field, supervisors, trainers, faculty, and diversity, equity, and inclusion practitioners can utilize this book and the exercises and activities in it to promote a better understanding of diversity and identity development, and increase awareness around diverse perspectives. For example, in chapter 3 on stereotyping, the author discusses the stereotyping process, ethnocentrism, and overcoming stereotyping. He then provides activities designed to encourage participants to identify and discuss campus stereotypes. As we work to become more inclusive at UNT World, this book provides a workbook-style guide to help build individual awareness around topics that can sometimes be uncomfortable to discuss. Amazon.com allows you to take a look at the chapters in the book to gain a better sense of what is covered within it.
If you would like to contribute a professional development book review, please send an email to ODE@untsystem.edu.

Diversity & Inclusion Featured Training

Social Justice Speaker: Dr. Dafina-Lazarus (DL) Stewart

Dr. Dafina-Lazarus (DL) Stewart is the 2018 Equity and Diversity Conference Social Justice Keynote Speaker, whose address is titled “Driving the Getaway Car: Moving from Allyship to Accompliceship in Social Justice Advocacy.” Dr. Stewart is a professor in the School of Education and Tri-Chair of the Student Affairs in Higher Education program at Colorado State University. Over the course of their 17-year faculty career, they have focused most intently on issues of race and ethnicity, sexuality, and gender, as well as religion, faith, and spirituality in their research, teaching, and service to professional organizations and institutions across the nation.

ePAR Electronic Payroll Action Request Training

Please see our upcoming Live Trainings Via Zoom below:

**ePAR Classification and Reclassification Training**

This session will guide users through new ePAR functionality for classification and reclassification of staff positions and will also introduce the new Staff Job Classification/Reclassification form.

**When:**
- Friday, October 23, 2020 • 10:00 AM – 11:00 AM
- Tuesday, October 27, 2020 • 10:00 AM – 11:00 AM

**Introduction to ePAR**

Do you need to know how to submit an ePAR (electronic payroll action request)? Not sure when an ePAR is required, or where to go access the ePAR system? ePAR is the method to enter and/or update employee and position details in the HR/Payroll system.

**When:**
- Thursday, October 29, 2020 • 2:30 PM – 4:00 PM
- Wednesday, November 11, 2020 • 2:30 PM – 4:00 PM
- Monday, November 30, 2020 • 10:30 AM – 12:00 PM