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.

Engagement Increases Across All Campuses in 2020

The UNT World Gallup Engagement Survey closed on November 6th, and we are excited to report that engagement increased across all campuses. This is a significant accomplishment considering we are operating during times of uncertainty and stress. Take a look at the Engagement Means for each campus compared to where we were at in 2019:

<table>
<thead>
<tr>
<th>Campus</th>
<th>FY19</th>
<th>FY20</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>System Administration</td>
<td>4.07</td>
<td>4.17</td>
<td>.1 increase</td>
</tr>
<tr>
<td>UNT Dallas</td>
<td>3.78</td>
<td>3.85</td>
<td>.07 increase</td>
</tr>
<tr>
<td>UNT HSC</td>
<td>4.15</td>
<td>4.24</td>
<td>.09 increase</td>
</tr>
<tr>
<td>UNT</td>
<td>3.78</td>
<td>3.87</td>
<td>.09 increase</td>
</tr>
</tbody>
</table>

We know you want to dig in and see how your department did, so you can begin action planning based on your scores. Employees will have access to the results by noon on November 20th via the Gallup Portal. To learn how to access and utilize the new Gallup portal, you can register for one of these trainings:

**Utilizing the New Gallup Portal**

This 1-hour informational session will cover tips on how to access and analyze your results from the Q12 Gallup survey inside the new Gallup Access Portal.

You will learn how to navigate the Gallup Access Portal Menu, identify where to find resources, learn to find and analyze your department’s results, and explore ways to start an Action Plan based on your team’s report.

**When:**
- Friday, November 20, 2020 • 2:00 PM – 3:00 AM
- Monday, November 23, 2020 • 11:00 AM – 12:00 PM
- Tuesday, December 1, 2020 • 2:00 PM – 3:00 PM

(Intended Audience: All employees)

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

Got the COVID Holiday Blues? Strategies for Coping with 2020 Holiday Stress  
When: Thursday, November 19, 2020 • 10:00 AM – 11:00 AM

How to Manage Your Emotions  
When: Thursday, December 3, 2020 • 10:30 AM – 12:00 PM

Understanding & Boosting Motivation  
When: Wednesday, December 9, 2020 • 10:30 AM – 12:00 PM

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**Featured 5 Minute Wisdom**

**Communication with Bharath Prabhakaran**

Bharath Prabhakaran, Senior Director of Enterprise Applications, UNT System IT, talks about communication 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.

**Bharath Prabhakaran**  
Senior Director of Enterprise Applications, UNT System IT

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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**Featured Webinar of the Week**

**Skillful Collaboration**

The old expression says “two heads are better than one.” That’s certainly true when collaboration runs smoothly—when everybody involved gets along, contributes unique perspectives and skills, and works together to resolve problems productively.

But what about when people argue, work gets stalled, and contention is prevalent? Successful collaboration involves far more than just working side-by-side. It's a process that requires attitudes, skills, and practices that can be learned and strengthened—and mastering them will not only make your job easier, it will help you become more successful professionally.

**Our goals during this session are to:**

1. Understand when collaboration is an effective and beneficial approach to a project— and when it isn’t
2. Learn how to establish and communicate expectations to group members to ensure a successful collaboration
3. Recognize the inward attitudes and outward behaviors necessary to collaborate well
4. Identify non-collaborative behaviors and discover strategies to cope with them

Professional Book Recommendation

THE BIG BOOK OF TEAM BUILDING GAMES

By John Newstrom & Edward Scannell

While ODE is always available to facilitate team building for any department, there are times when you might want to do it in house. The Big Book of Team Building Games by John Newstrom and Edward Scannell is sure to inspire you to motivate your team through team-building games. The games are organized by a theme for each chapter. It is divided into 12 chapters with these themes (pack with activities to support the theme):

- Ice Breakers: Getting to Know Each Other Better
- Who Are We? Creating Team Identity
- What can Teamwork achieve? Demonstrating Its Value
- Who Can We Trust? Building Mutual Support
- How Should We Proceed? Setting Team Goals and Norms
- How Are We Doing? Improving Teamwork
- How Can We Stretch Our Minds? Problem-Solving and Creativity Games
- Can We Get Along Better? Learning to Communicate and Cooperate
- Can We Work Together? Energizing Team Members
- What Lies Ahead? Coping with Change
- How Can We Have More Fun? Talking Time to Play
- How Can We Build Self-Esteem? Affirming Ourselves Through Games

This book can be a great source to build team spirit, communication, and trust by choosing one of 70 activities. If you enjoy this title, you might enjoy another book from the series such as The Big Book of Team Motivating Games, The Big Book of Virtual Team Building Games, and The Big Book of Leadership Games.

If you would like to contribute a professional development book review, please send an email to ODE@untsystem.edu.

Diversity & Inclusion Featured Training

Women of Color and White Women in the Academy: Understanding White Privilege

This video recording is hosted by the Office of Diversity and Inclusion for continued dialogue based upon the book Unlikely Allies in the Academy: Women of Color and White Women in Conversation (2012) by Dr. Karen Dace. The video features Dr. Frances Kendall [she], author of the chapter “A White Woman Talks to White
Women,” who paints a picture of white privilege by detailing what it is and looks like, who it involves and affects, and other important aspects for consideration.

** Electronic Payroll Action Request Training **

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.

This training will cover:

- What is an ePAR?
- When is an ePAR used?
- Demonstrate how to create: Salaried hire, hourly hire, employee change within, termination, vacant position change

Please see our upcoming Live Trainings Via Zoom below:

** Introduction to ePAR **

** When:** Monday, November 30, 2020 • 10:30 AM – 12:00 PM