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.

What’s Next?

Have you dug into your department’s results yet?

This was a unique year in the fact that we increased in engagement across all UNT World institutions in the middle of a pandemic is not only worth mentioning but should be celebrated! So what’s next? Now we need to look at engagement results on a micro level.
The new Gallup Access Portal is for everyone (not just supervisors) to explore, view team results and find helpful resources that cover all things engagement. ODE encourages everyone to go in and analyze their department’s results before having a general conversation with your team about your Engagement report.

Here are some things to keep in mind:

Everyone had to adjust this year to a new way of life, including a virtual work environment, new processes, tackling new problems, etc. Adjusting to these new realities can definitely impact questions such as Q01. “I know what’s expected of me” and Q02. “I have the materials to do my work right.” It is important for managers to first analyze their reports, and then schedule a conversation with their teams to discuss what the Q12 questions meant to each individual team member. Scheduling these conversations can lead to a beneficial Engagement Action Planning session that will allow teams to identify together what areas of engagement the team wants to focus on.

If you are tasked with setting up this conversation for your team, you are not alone. Organizational Development & Engagement offers consulting services where we partner with teams to help facilitate Engagement Action Planning sessions based on your team’s 2020 engagement results.

In addition, ODE provides many engagement resources on our website to help teams understand how engagement relates to their everyday work lives. There are Resources and FAQs that breaks down each of the Q12 questions and provides a list of routine conversation starters for managers to ask their teams.

Want to learn more? Contact us by emailing Organizational Development and Engagement at ode@untsystem.edu.

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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:

- **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

- **Clifton Strengths**
  **When:** Wednesday, January 13, 2021 • 10:30 AM – 12:00 PM

- **Feeling Anxious About 2021: Strategies to Start the New Year Off Less Stressed!**
  **When:** Tuesday, January 19, 2021 • 10:00 AM – 11:30 AM

- **Managing Remote Workers**
  **When:** Friday, January 22, 2021 • 9:00 AM – 10:30 AM

- **Communication Skills: Part 1**
  **When:** Wednesday, January 27, 2021 • 2:30 PM – 4:00 PM
Diversity, Equity, and Inclusion with Dr. Zachary Shirley

Dr. Zachary Shirley, Director of the Center for Fraternity and Sorority Life, UNT, talks about leadership perspectives on diversity, equity, and inclusion 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.

Dr. Zachary Shirley
Director of the Center for Fraternity and Sorority Life, 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.

Got the COVID Holiday Blues? Strategies for Coping with 2020 Holiday Stress

Holidays during the best of times can be challenging and stressful. For many of us, 2020 has been a turbulent year where we have faced extensive additional challenges and shifts in how we respond and relate personally and professionally.

Thoughts of the upcoming holidays may trigger even more stress or even grief as we acknowledge this holiday season may be nothing like what we have experienced in the past. This session will acknowledge these challenges as well as provide practical strategies and resources for coping with the upcoming holidays.

Our goals during this session are to:
1. Identify a minimum of 3 signs of holiday stress
2. Be able to verbalize a minimum of 3 strategies they can utilize this holiday season to address the COVID Holiday Blues
3. Be able to identify a minimum of 3 resources they could utilize for support this holiday season

Professional Book Recommendation
THE LEADERSHIP CHALLENGE (6TH EDITION)

This should be the first leadership book in any professional’s library. Amazon.com states the Five Practices of Exemplary Leadership(R)--the model that Jim and Barry derived from studying personal-best leadership experiences--continues to prove its validity as a clear, evidence-based path to achieving the extraordinary for individuals, teams, organizations, and communities.

Real-life examples of the behaviors that all leaders at all levels demonstrate when they are at their personal best are provided, and the book clearly shows that leadership is not about personality; it's about an observable and learnable set of skills and abilities.

The Leadership Challenge, Sixth Edition, turns the abstract concept of leadership into easy-to-grasp actions and behaviors that can be learned by anyone willing to step up and accept the challenge to lead.

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

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Diversity & Inclusion Featured Training

Private Conversation with Bakari Sellers [he/him]

This video recording is hosted by the Office of Diversity and Inclusion. In this video interview with UNT Denton Director of Diversity and Inclusion, Shani Barrax Moore, 2020 Equity and Diversity Conference keynote speaker Bakari Sellers answers questions submitted by conference sponsors related to civil rights, engagement, identity-based groups, and the impact of Seller’s academic experience on his current efforts.