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 Encouragement

More Engagement Sessions in the New Year!

ODE is bringing you more engagement sessions in the new year! The Gallup Engagement Results were released in mid-November 2020, only two weeks after the survey closed. Even though we got the survey results back at a faster pace in 2020 than years prior, we understand that some teams still have not viewed their department's engagement results or have had the chance to explore the new Gallup Portal available for all UNT World employees. ODE is still here to assist you with viewing your team’s engagement results as well as guide you on how your team can maximize the tools inside the new Gallup Portal and on UNT World’s Engagement Website. Learn about these resources and more by attending any of our upcoming sessions listed below.

Register now for any of these upcoming sessions to help guide team’s through their engagement journey:

**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:** Wednesday, January 13, 2021 • 10:00 AM – 11:00 AM  
**Intended Audience:** All Employees

**Engagement Action Planning**
An Engagement Action Planning session is an important next step that every team should have following a review of their engagement survey results. This session will review what engagement means, demonstrate a few ways to conduct an engagement conversation with your team, and review how to create an action plan based on those conversations.

**When:** Monday, January 25, 2021 • 10:00 AM – 11:30 AM  
Monday, February 8, 2021 • 10:00 AM – 11:30 AM  
Tuesday, February 16, 2021 • 2:00 PM – 3:30 PM  
Wednesday, March 4, 2021 • 2:00 PM – 3:30 PM  
**Intended Audience:** Supervisors, Admins, and Engagement Champions

For questions contact ODE@untsystem.edu

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:

**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

**Coaching for Performance**
*When*: Thursday, February 4, 2021 • 2:00 PM – 3:30 PM

**Emotional Intelligence**
*When*: Tuesday, February 9, 2021 • 9:30 AM – 11:00 AM

### Featured Webinar of the Week

**Understanding and Boosting Motivation**

Imagine a work environment that creates positive feelings and eliminates obstacles; an environment in which everyone feels appreciated, valued, encouraged, and respected. This describes an environment that we would say fosters a climate of motivation. You have an impact in creating this type of environment for yourself as well as for others. In this session, you will explore elements that will help you create a more motivating environment.

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

1. Explore the theories behind motivation
2. Understand what motivation looks like in today’s environment
3. Learn a framework that will help create a motivating environment for yourself
4. Learn strategies for how to craft a motivating environment for others, regardless of role

### Featured 5 Minute Wisdom
Authenticity with Dr. La'Cresha Moore

Dr. La'Cresha Moore, Assistant Vice Provost, Student & Academic Success, UNTHSC, talks about leadership authenticity 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. La'Cresha Moore
Assistant Vice Provost, Student & Academic Success, UNTHSC

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.

Professional Book Recommendation

CRUCIAL CONVERSATIONS: TOOLS FOR TALKING WHEN STAKES ARE HIGH

Difficult conversations occur in our professional lives as well as our personal lives. How we communicate during those conversations is critical to getting the message across as well as being heard. This book provides tools to more effectively communicate during difficult conversations.

Crucial Conversations gives you the tools you need to step up to life's most difficult and important conversations, say what's on your mind, and achieve the positive resolutions you want. You'll learn how to:

- Prepare for high-impact situations with a six-minute mastery technique
- Make it safe to talk about almost anything
- Be persuasive, not abrasive
- Keep listening when others blow up or clam up
- Turn crucial conversations into the action and results you want

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

Diversity & Inclusion Featured Training

Private Conversation with Melissa Harris-Perry – [She/Her]

This video contains an invitation-only interview where Dean of Mayborn College of Journalism Dorothy Bland interviews Dr. Melissa Harris-Perry based on questions from the audience on a variety of topics including social action, collective power, coalition building, identity, intersectionality, journalism, media, academia, and activism.
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:**
- Tuesday, January 26, 2021 • 2:00 PM – 3:30 PM
- Wednesday, February 10, 2021 • 10:30 AM – 12:00 PM
- Thursday, February 25, 2021 • 2:00 PM – 3:30 PM