



WESTERN MICHIGAN UNIVERSITY

EMPLOYEE ENGAGEMENT

CHAMPION APPRECIATION

BREAKFAST



WELCOME



EMPLOYEE ENGAGEMENT PROCESS



SURVEY



**WMU SENIOR
LEADERSHIP**



**BUSINESS & FINANCE
LEADERSHIP**



**FM ENGAGEMENT
SESSIONS**



EMPLOYEE ENGAGEMENT PROCESS



FEBRUARY 19
2020

CHAMPION
BREAKFAST



MARCH 3
2020

CHAMPION
WORKSHOP



MARCH 27
2020

CAMPUS WIDE
TOWNHALL UPDATE



APRIL 2
2020

BUSINESS AND FINANCE
LEADERSHIP



FM ENGAGEMENT SESSIONS



SESSION HIGHLIGHTS

- 281 employee attended
- 75 employees volunteered for continued participation
- 251 ideas were presented
- 1,066 votes determined our direction

15 CORE DIMENSIONS

Job Satisfaction/Support	Policies, Resources & Efficiency	Faculty, Administration & Staff Relations
Teaching Environment	Shared Governance	Communication
Professional Development	Pride	Collaboration
Compensation, Benefits & Work/Life Balance	Supervisors/Department Chairs	Fairness
Facilities	Senior Leadership	Respect & Appreciation

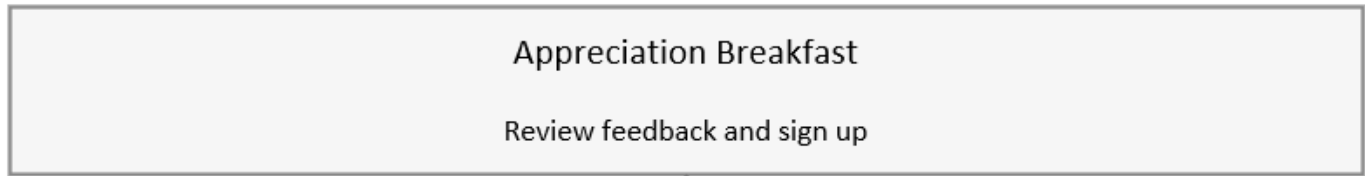
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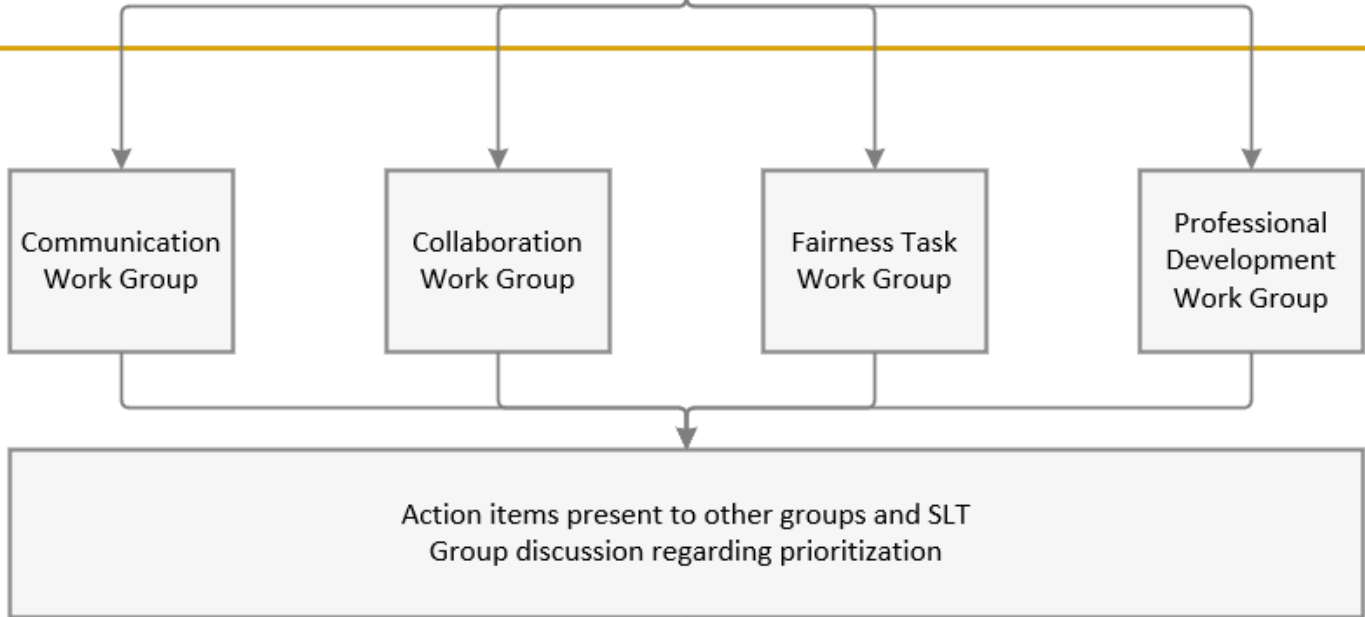
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Phase 1 –
February 19



Phase 2 – March 3



CHAMPION WORKSHOP

March 3, 2020 | 8:30 - 2:30

AGENDA

- SMART Tutorial
- Activity — Development of SMART Action Items
- Present Action Items
- Group Discussion



“SMART” ACTION ITEMS

Specific
Measurable
Achievable
Realistic
Timely

Smart Goals Worksheet

Goal: *I want to start a business*

Criteria	Perspective	Description
Specific	Who?/What?/When?/Where?/Why?/Which?	<i>I will sell handmade cards through Etsy.com</i>
Measurable	How many?/How much?/ How will we know when it's accomplished?	<i>I will be ready to take my first Etsy order within four weeks and I will aim to sell a minimum of five cards per week.</i>
Achievable	Necessary skills, abilities, financial resources and time.	<i>I will get set up on Etsy first. Then I will build an inventory of 30 handmade cards to sell. Finally I will promote my business and build customer relationships through word of mouth, referrals, and local networking.</i>
Realistic	How willing are we?/ What are our current conditions?/ What similar things have been accomplished?	<i>Selling handmade cards will allow me to benefit financially from my favorite hobby.</i>
Timely	What is the deadline/When must each step be accomplished?	<i>My Etsy store will be up and running within four weeks, and I will have an inventory of 30 cards to sell within six weeks.</i>

Smart Goal: *Within a month, I am going to get set up to sell handmade cards on Etsy, which will allow me to benefit financially from my favorite hobby. Within 6 weeks, I will have an inventory of 30 handmade cards to sell and aim to sell a minimum of five cards per week, building customer relationships through word of mouth, referrals, and local networking.*

WORK GROUP SELECTION



COMMUNICATION

COLLABORATION

FAIRNESS

**PROFESSIONAL
DEVELOPMENT**



QUESTIONS?



**THANK
YOU**

NEXT STEPS



**WORKING GROUP
DEVELOPED**



**ACTION ITEMS
SELECTED**



**PLAN CREATED FOR
IMPLEMENTATION**



**PLAN PUT
INTO ACTION**

