

Human Resources Strategic Initiatives Update

- 1. Completed Laker Leadership Academy and Emerging Leaders Program**
 - a. Assessment and Future Changes - Combined programs into one program to facilitate Faculty and Staff engagement, but have separate tracks (courses) for faculty such as classes related to being a Chair, etc.
 - b. Application Period for new session open August 2019.
 - c. Session begin date September 2019.
 - d. Survey sent to all participants for assessment and feedback.

- 2. New Hire Orientation**
 - a. Implemented January 2019.
 - b. Initial feedback has been positive – Survey sent to all participants. Data will be compiled fall of 2019 for an recommended changes to be made January 2020.

- 3. SkillSoft Implementation**
 - a. Committee convened that consist of ITS, HR, 7 Academic Affairs
 - b. Process outlined for transferring mandatory training from D2L to Skillsoft.
 - c. Summer completion target date
 - d. Roll out September 2019.

- 4. Supervisor Training Program**
 - a. For new and existing “front-line” supervisors. Required to completed at least 12 hours of Supervisory Trainig.
 - b. Hybrid Curriculum (In person/SkillSoft)
 - c. Participants will be picked and required by Human Resources.
 - d. Topics to be covered include but not limited to:
 - i. Handling Difficult Employees
 - ii. Giving Effective Feedback
 - iii. Treating People with Dignity and Respect
 - iv. Diversity Training