LEARNING PLAN: WORKPLACE CULTURE AND MORALE

Learn how to maintain a positive workplace culture and morale within your team by building resilience, integrating inclusivity, engaging in empathy, reducing bullying, understanding microaggressions, and more.

Building Resilience with Your Team During Uncertain Times | On-Demand (2-Hour Recorded Webcast)

View Training | Leading teams during times of crisis can be an enormous challenge and an unexpected opportunity. Supporting staff to deliver their best possible work means -just like in-person -offering informational, resource, and emotional support. Predictably, there will be some roadblocks, so the question is how can you actively guide your team in building their resilience to bounce back from stress and move forward with renewed energy and agency?

This two-hour training will help you engage with the four components of resilience to protect and promote your own and your team's well-being:

1. **A**ctive coping that employs specific individual strategies that work for you to develop solutions
2. **B**uilding strength by focusing on your unique skillsets
3. **C**ognitive awareness to recognize automatic thinking and reframe your perspective to help you interrupt negative thoughts when they start to occur
4. **S**ocial support to identify, nurture, and call on your lifelines and offer support to others.

Managing a Remote Team: How to Motivate, Maintain Morale, and Ensure Accountability | On-Demand (60-Minute Recorded Webcast)

View Training | Our new ways of working remotely have presented unique challenges for overseeing teams and projects. Many supervisors find themselves leading remotely for the first time and are looking for ways to motivate, maintain morale, and ensure accountability for their teams. In this webcast, we will look at three possible scenarios of team dynamics and discuss how to best lead within each of these. We will also ask the audience to share lessons learned as they evolve these new ways of working.

Integrating Inclusivity into Your Leadership Philosophy | On-Demand (Two 60-Minute Recorded Webcasts)

View Training | An essential behavior practiced by inclusive leaders is seeking perspectives and feedback from people who have different ideas, experiences, and backgrounds. Being receptive and open to different views also requires inclusive leaders to challenge the way they see and interpret the world. To do so, they must examine the values and experiences they bring into their leadership work and understand how those values show up in the way they lead. More importantly, inclusive leaders reflect on how their values help and hinder their ability to listen and respond to the perspectives of others.

This two-hour workshop will help you reflect on and explore how your personal values shape your leadership identity and how well that identity aligns with the inclusive-leader mindset. The leaders of today and tomorrow understand that inclusivity is not something you do when it's convenient: inclusivity is a daily practice and mindset infused into your leadership identity.

Creating Equitable and Inclusive Meetings | On-Demand (60-Minute Recorded Webcast)

View Training | Your personal identity likely shapes the meetings you lead. In order to foster open spaces where people can test ideas and practice inclusion, you should reflect on how your identity impacts your meetings.

Join us for this online training to engage in self-reflection and to begin practicing communication skills that will positively impact group dynamics. You will hone your skills around listening, modeling, and question-asking. You'll also receive guidance on how to choose an accountability partner who will help you preserve a culturally inclusive meeting environment.

The information provided in this training can be applied to in-person and virtual meetings alike.

Engaging in Empathy: Balance the Emotional Demands | On-Demand (2-Hour Recorded Webcast)

View Training | As a leader, you likely know that empathy is a behavior that can help you build connections and trust with others on your team. Due to the uncertainty and rapid change we have been navigating through this past year, you may have found yourself exercising empathy with colleagues more often and at greater depths than you've ever had to before. Empathy fatigue may be settling in and you might be noticing that exercising empathy gets more difficult the more tired and worn out you become.

Join us online for a virtual training and discussion to learn how you can utilize your emotional intelligence to recognize the signals of fatigue and continue to embrace empathy when it's most needed. Your instructor will introduce a toolkit of skills you can use to engage in empathy and use it effectively. You will have the opportunity to discuss how empathy shows up in your relationships and how you can begin to use the toolkit to foster meaningful connections with others.

The Urgent Need to Reduce Workplace Bullying on Campus | Article

View Article | While some colleges and universities are developing workplace bullying prevention programs (we'll list examples in a minute), it is evident that we have a lot of work yet to do. And this work needs to be done; unaddressed, workplace bullying impacts the processes of tenure and promotion, the collegiality of the department, and the academic freedom of its junior members. In this article, find out what a policy should include, and what institutions have existing policies you can learn from.

Understanding and Addressing Microaggressions | Short Lesson

View Lesson | Microaggressions don't necessarily reflect bad intent but can still be very damaging. Therefore, it is important to proactively identify and address microaggressions within your department and your institution before they become a problem. Learning to properly spot and address these statements can improve your campus climate while reducing absenteeism, turnover, and employee complaints.