



Embracing Change and Leading at all Levels Charge 2018



VOICES OF THE STAFF
UNIVERSITY OF MICHIGAN

Group Name	Voices of the Staff Network Team: Embracing Change and Leading at all Levels
Network Membership	<ul style="list-style-type: none"> • Team Members • Facilitators and Advisors • Network members will select two representatives and one alternate from the group to serve on the Core Team
Statement of Purpose	<p>Embracing Change and Leading at all Levels helps build a positive workplace culture for all by encouraging a sense of community among all university employees and by facilitating regular dialogue between the team, stakeholders, and executive officers, delivering the insight of the staff perspective.</p>
Objectives	<p>To explore and engage around the selected topic of Embracing Change and Leading at all Levels by:</p> <ul style="list-style-type: none"> • Listening to the experiences of staff and supervisors; identifying challenges and opportunities to help build positive outcomes in change management • Promoting capacity for resiliency and change in preparation for the future workplace • Supporting managers and supervisors with tools for adapting to change and building capacity for change • Advising supervisors and managers on change management tools • Being sensitive and aware of the impact of rapid change on different generations • Exploring ways to manage transitions to the future workplace • Communicating with the wider university community on best practices and resources available to assist with change management and successful implementations
Scope	<p>Discussions/activities might include:</p> <ul style="list-style-type: none"> • Learning about the topic through readings, guests, video presentations, etc. • Researching successful practices about embracing change at all levels of the organization • Identifying and collecting success stories around global change initiatives • Identifying root causes and symptoms that hinder the building of capacity for change • Proposing ways to personally prepare for change in your environment
Outcomes or Activities	<p>Outcomes may include (for illustrative purposes):</p> <ul style="list-style-type: none"> • Serving as a sounding board to provide advice and counsel about the staff perspectives on capacity for change and resiliency • Providing advice and guidance to UHR and appropriate administrators about ways to handle accelerated and multi-faceted changes • Suggesting ways to equip all staff with information and tools to thrive in a changing environment

	<ul style="list-style-type: none"> • Developing ideas and preparing proposals for the community at large • Implementing actions when they are in scope and approved
Boundaries	<p>Exclusions:</p> <ul style="list-style-type: none"> • Individual, local, and specific issues will not be addressed unless systemic • Issues subject to collective bargaining will be respected
Tasks/Activity Timeline	<ul style="list-style-type: none"> • Monthly meetings for network group members • By first meeting: discuss and establish responsibility for note-taking • By second meeting: select two core team members and one alternate • Report on Network activities at the Annual Network event
Deliverables	<ul style="list-style-type: none"> • Options to promote participation and regular attendance at meetings will be identified by team members at the start of each year • Agendas, attendance, and meeting notes stored on the Voices of the Staff c-tools site • One or more topic-focused, value-added activity within each two-year time span • Quarterly status reports to the Program Management Team • Report on team activities on the VOICES Google Drive site