Embracing Change Charge 2015

VOICES OF THE STAFF
UNIVERSITY OF MICHIGAN

Group Name	Voices of the Staff Network Team: **Embracing Change**
Network Membership	• Network Members • Facilitators and Advisor(s) • Network members will select two representatives and one alternate from the group to serve on the Core Team
Statement of Purpose	The Voices of the Staff network team for **Embracing Change** will encourage a sense of community among all University employees by promoting and facilitating staff participation through regular dialogue between the team, stakeholders, and executive officers where the staff perspective will provide insight in improving the University environment for all.
Objectives	To explore and engage around the selected topic of **Embracing Change** by: • 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	**Discussions/activities might include** • 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	**Outcomes may include (for illustrative purposes):** • 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 • Developing ideas and preparing proposals for • Implementing actions when they are in scope and approved
Boundaries	**Exclusions:** • Individual, local, and specific issues will not be addressed unless systemic. • Issues subject to collective bargaining will be respected.
Activity Timeline	• Monthly meetings for network team members • By first meeting: discuss and establish responsibility for note-taking • By second meeting: select two core team members and one alternate • Attendance at VOICES Annual Meeting

Deliverables	• 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 Google + site • One or more topic-focused, value-added activities within each two-year time span • Quarterly status updates to the Program Management Team • Report on team activities in the VOICES Google + Community