



Enhancing the Employee Experience Charge 2018



Group Name	Voices of the Staff Network Team: Enhancing the Employee Experience
Network Membership	<ul style="list-style-type: none"> • Team Members • Facilitators and Advisors • Team members will select two representatives and one alternate from the group to serve on the Core Team
Statement of Purpose	<p>Enhancing the Employee Experience explores ways to enhance employee engagement, connect our work to the university missions and 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 examine the selected topic of Enhancing the Employee Experience by:</p> <ul style="list-style-type: none"> • Studying successful practices from within U-M and peer universities on employee engagement • Learning from the Center for Positive Organizations, whose mission is to inspire and enable leaders to build high-performing organizations that bring out the best in people • Learn best practices and provide recommendations to support positive work culture and help balance professional and personal life • Identifying workplace challenges • Connecting our work environment and organizational cultures to our multi-generational workforce • Articulating creative ideas to enhance the acceptance of differences in work styles • Suggesting ideas for open and transparent dialogue between supervisors and staff in a safe environment • Serving as a sounding board to leaders across the university • Educating staff members on resources available to them • Sharing tools and methods proven to enhance the employee experience • Finding ways to share what is learned with the wider staff community
Scope	<p>Discussions/activities might include:</p> <ul style="list-style-type: none"> • Learning about the topic through readings, guests, video presentations, etc. • Identification of potential ways to address workplace challenges and provide a vision for the future • Examination of current programs that enhance our workplace experience and the future employee experience • Consideration of the effects and expectations of multiple generations in the workforce

Outcomes or Activities	Outcomes may include (for illustrative purposes): <ul style="list-style-type: none"> • Preparing a paper or presentation for review by the VOICES Program Management Team, University Human Resources, and appropriate administrators describing what the team has learned about enhancing the employee experience and the future of work • Suggesting to UHR and appropriate administrators, ideas to enhance work experiences for all • Developing ideas for new programs • Implementing actions when they are in scope and approved • Communicating learnings to the wider staff community • Suggesting engagement strategies that will improve communication and focus on staff leaders and entire university community
Boundaries	Exclusions: <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