



Fostering Learning, Coaching, and Mentoring Charge 2018



VOICES OF THE STAFF
UNIVERSITY OF MICHIGAN

Group Name	Voices of the Staff Network Team: Fostering Learning, Coaching, and Mentoring
Network Membership	<ul style="list-style-type: none"> • Team Members • Facilitators and Advisors • Network team members will select two representatives and one alternate from the group to serve on the Core Team
Statement of Purpose	<p>Fostering Learning, Coaching, and Mentoring helps build a positive workplace culture for all by generating and advocating for ideas that promote resources and opportunities in support of all aspects of professional development at U-M. The team's long-range goal is to increase engagement and retention by helping staff members build more satisfying careers and contribute more fully to U-M's research, teaching, service, and patient care missions.</p>
Objectives	<p>To examine the selected topic of Fostering Learning, Coaching, and Mentoring by:</p> <ul style="list-style-type: none"> • Listening and responding to input from multiple sources where the staff perspective provides insight in creating coaching and mentoring opportunities at U-M • Seeking to address learning opportunities that matter most to staff • Learning about the best ideas and best practices for coaching and mentoring, and about resources already available. • Generating ideas and fostering systems to promote learning and development at U-M. • Considering ways to help employees build skills and advance their careers through discernable career paths. • 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"> • Education about the topic through readings, guests, video and departmental presentations, etc. • Learning what challenges staff perceive in developing their careers, and discussing ways to help staff successfully meet those challenges. • Generating new ideas for enhancing coaching and mentoring opportunities. • Exploring how to effectively use the Career Family Classification System and the Career Path Navigator to discover career options/opportunities. • Reflecting on the best ways to offer ideas to departments on mentoring programs.
Outcomes or Activities	<p>Outcomes may include (for illustrative purposes):</p> <ul style="list-style-type: none"> • Continuing input and guidance for the newly designed Career Development Services website • Suggesting to UHR and appropriate Executive Officers ideas to enhance and grow mentoring programs • Identifying opportunities for staff to learn how to be mentors • Suggesting ways to publicize and promote effective staff career building

	<ul style="list-style-type: none"> • Suggesting ways to better educate supervisors and managers about their responsibilities in support of coaching staff. • Developing ideas for new programs such as volunteering and mentoring • Identifying market trends and ways to enable employees to prepare for new job opportunities • Increasing the understanding of the classification system • 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 • Report on team activities on the VOICES Google Drive site
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