UM HR Community of Practice (CoP) Program Activity Report 2009-2018

The HR CoP provides essential support to the HR Community through

- Competency Development Programs
- Collaboration Portal and Google+
- Practice Sharing

Community Data

- Current Membership: 281 (350% increase from 2009)
- Google+ membership: 101 (400% increase from 2009)
- Programs delivered since 2009: 66
- Sessions completed since 2009: 111
- Total attendance for all sessions: 1368 through August 2018
- Membership is voluntary

Community Goals

- Increase the skills and competencies of the HR profession
- Harness the collective intelligence of the HR community
- Provide access to experts in the field of Human Resources
- Create opportunities for growth and development through knowledge transfer
- Provide for advanced HR certifications
- Align our collective talents to assist the University in achieving goals and objectives
- Connect People who might not otherwise have the opportunity to interact
- Provide a shared context in a way that builds understanding and insight
- Enable dialogue to explore new possibilities
- Stimulate learning through authentic communication, mentoring and coaching
- Capture/diffuse existing knowledge by providing a forum to identify solutions
- Introduce collaborative processes to encourage free flow of ideas
- Generate new knowledge to transform to changes in needs and technologies
Community Activity Report 2009-2018 (as of August 20, 2018)

Launch: September-November 2009
1. Developed Business Case for Communities of Practice (Jeff Evans, Patrick Smitowski, Amy Byron-Oilar, Darrell Washington)
2. Launched Collaboration Wiki Portal (Jeff Evans, Amy Byron-Oilar, Patrick Smitowski, Darrell Washington)
3. What it Means to Work Strategically (Patrick Smitowski, Jeff Evans, Darrell Washington, Phil Smith, Laurita Thomas) (1 session)
4. How to Leverage Business Intelligence (Jeff DeGraff, Laurita Thomas, Karen Dickenson, Jeff Evans) (1 session)
5. How to Use Innovation and Creativity (Jeff DeGraff) (1 session)
6. HR Skills Gap Analysis (Jeff Evans, Darrell Washington) (Survey)

Year 1: 2010-2011
7. HR Consulting Skills Development Series (Jeff Evans, Judy Hallas, Michelle Henderson, Ron Sober, Steve Kime, Darrell Washington) (5 sessions)
8. eLearning Professional Development Pilot Initiative – Think Box (Jeff Evans, Ron Sober, Veretta Nix, Steve Kime, Darrell Washington) (3 Sessions)
9. HR Professional On-Boarding Program (Amy Byron-Oilar, Tim Wood, Jeff Frumkin, Stephanie Riegle, Earl Bell, Anita Bohn, Denise Stegall, Laurita Thomas) (4 sessions)
10. Conversation on HR Performance Excellence (Dave Ulrich, Laurita Thomas) (1 session)

Year 2: 2011-2012
11. HR Professional On-Boarding Program - repeat (4 sessions)
13. HR Book Clubs (Laurita Thomas, Patrick Smitowski, Darrell Washington) (4 sessions)
14. HR Consulting Skills Development - post session (1 session)
15. HR Change Leadership and Management Series (Sam Bacharach, Laurita Thomas, Jeff Evans, Darrell Washington, Steve Kime) (6 sessions)
16. Conversation with Dave Ulrich and Laurita Thomas (1 session)

Year 3: 2012-2013
17. HR Professional On-Boarding Program - repeat (4 sessions)
18. The Boomers Are Leaving (1 session)
19. PHR/SPHR Certification Program (Tim Wood, Laurita Thomas) (2 weeks)
20. COURSERA: Trends in On-Line Education: Implications for UM (1 session)

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21. Book Club: Disciplined Dreaming (Laurita Thomas) (1 session)
22. Social Media: Where its Headed and Why We Need to Know (1 Session)
23. Soft Launch of Google+ Community (Shawn Sieg, Matt Snyder) (1 session)
24. HR Advocacy: Being A Credible Activist (Dave Ulrich) (1 Session)
25. Retained Organization Framework (Amy Byron-Oilar, Darrell Washington) (1 session)
26. Conversation on HR Performance Excellence (1 session)

Year 4: 2013-2014
27. HR Professional On-Boarding Program - repeat (4 sessions)
29. Retained Organization Framework presentation & Materials - repeat (1 session)
30. Introduction to Google+ (Shawn Sieg, Matt Snyder) (1 session)
31. Business Intelligence HR Data (Patrick Smitowski, Ruby Nugent, Jason Pasinetti, Tom Palmer, Steve Kime, Darrell Washington) (2 sessions)
32. HR Professional Development Needs Assessment – Competency Gap Analysis (Patrick Smitowski, Darrell Washington) (Survey)

Year 5: 2014-2015
33. Launched HR CoP Google+ Community (Shawn Sieg, Matt Snyder, Darrell Washington) (4 sessions)
34. HR Professional On-Boarding Program - repeat (4 sessions)
35. Succession Planning (Amy Byron-Oilar, Amy Grier, Stephanie Schroder, Veretta Nix, Michelle Henderson, Steve Kime, Darrell Washington) (Toolkit)
36. Assessment of HR Technical Skills and Competencies (Patrick Smitowski, Amy Byron-Oilar, Darrell Washington) (Survey)
37. HR Career Path (Stephanie Schroeder, Amy Byron-Oilar, Jackie Niven, Bekah Ashley) (1 session)
38. Business Intelligence HR Data repeat (1 session)
39. Sponsored 2 employees to the TIAA Emerging HR Leaders Program (Karen Sloan, Andrea Lubetkin)

Year 6: 2015-2016
40. HR Professional On-Boarding Program - repeat (4 Sessions)
41. World at Work OFCCP (Webinar)
42. Business Intelligence HR Data - repeat (1 session)
43. HR Analytics (Patrick Smitowski, Denise Stegall) (1 session)
44. Evidenced Based HR (Tamara Giluk, Consumers Energy) (1 session)
45. Infographics (Nick Kaleba, Shawn Sieg, Matt Snyder, Michelle Braun) (1 session)
46. Succession Planning Toolkit Training (Darrell Washington) (3 sessions)
47. Developing the Next Generation of CHROS in Higher Education (Webinar)
48. Challenges and Opportunities Facing the HR Profession (Dave Ulrich, Joe Fournier) (1 session)
49. Conducting Effective Workplace Investigations (1 session)
50. Overview of Labor Relations at the University of Michigan (Sabrina Owens, Jon Lund, Dominick Fanelli) (1 session)

**Year 7: 2016-2017**

51. HR Professional On-Boarding Program - repeat (4 Sessions)
52. Influencing Without Authority (Webinar)
53. Strategic HR Session (Jeremy Stephens) (1 session)
54. Broad Learning, Planning, and Development (Sonya Jacobs) (1 session)
55. Research and Data Practices for HR Professionals (Andrea Lubetkin, University Librarians) (1 session)
56. Performance Consulting Workshop (Dana Gaines Robinson) (1 session)
57. The 4th Industrial Revolution and the Future of Work (Laurita Thomas) (1 sessions)
58. Performance Consulting - Follow up (Coaches: Stephanie Schroeder, Sarah Diebel, Karen Sloan, Peggy Sheagren, Laurita Thomas, Darrell Washington) (on going)
59. Sponsored 5 employees to the TIAA Emerging HR Leaders Program (Anna Ruszkiewicz, Yin Thai, Ellen Grachek, Sarah Solomon, Darci Hoag)
60. Sponsored 3 employees to the Midwest CUPA HR Conference

**Year 8: 2017-2018**

61. HR Professional On-Boarding Program – repeat (4 sessions)
62. Talent Strategy (Steve Cubis) (1 session)
63. Discussion Series - Staff HR and Academic HR (Tim Wood and Melissa Sortman) (1 session)
64. Discussion Series – Building Pos Work Comm (Amy Byron-Oilar, Ross HR Team) (1 session)
65. Discussion Series - Leader Expect/DEI Lifelong Learn Mod Peggy Sheagren (1 session)
66. Discussion Series - Art and Science of Project Management – (Dy Jenkins-Ali) (1 session)
67. FLSA Exempt Testing /Comp and CoP (Steve Greene, World at Work) (Webinar)
68. Performance Consulting Follow-up (1 session)

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