### Group Name
Voices of the Staff Network Team: **Ideal Work Experience**

### 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 **the Ideal Work Experience** will explore ways to enhance employee engagement, connect our work to the university missions, and 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 examine the selected topic of **Ideal Work Experience** by:
- Studying successful practices from within U-M and peer universities on employee engagement
- 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 employee engagement
- Finding ways to share what is learned with the wider staff community

### Scope
**Discussions/activities might include:**
- Education 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 ideal work environment
- Consideration of the effects and expectations of multiple generations in the workforce

### Outcomes
**Outcomes may include (for illustrative purposes):**
- 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 the ideal work 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:**
- 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