



THE LEARNING ACADEMIES@SHSU

TRAINING UNIVERSITY | MANAGEMENT ACADEMY



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RETROSPECTIVE AND ANTICIPATION: THE YEAR IN REVIEW

It's been a great first year for the Learning Academies. With your help, we've changed the culture for SHSU's professional development by creating a first-ever comprehensive program devoted to the SHSU staff's unique training needs. And we could not have done it without you!

A glance at the statistics below shows how much we've grown in the one short year the academies have been in operation.

YEAR 1: BY THE NUMBERS

Number of Classes Offered: 21

Number of Staff Trained: 984

Satisfaction Ratings: An average of 98% of participants are satisfied with the training they received in the Learning Academies @ SHSU.

Skillsoft Online Course Hours Completed: 694

Estimated Dollars Saved by Training In-House: \$90,000-plus

Recognition Received:

- 2014 Texas Higher Education Human Resources Association (THEHRA) Innovation Award.
- 2014 *Great Colleges to Work For* Honorable Mention for "Career/Professional Development Programs."
- Invitations to present at two regional conferences (and as an alternate presenter for a third) from the College and University Professional Association for Human Resources (CUPA-HR).

Don't just take our word for it, though. Here is what you, our participants, told us about our workshops in your evaluations:

Comments from our participants:
"Beneficial." *"Fantastic!"* "Great, much appreciated, perfect timing, & very helpful for a new manager."
"Great presenter." *"Keep it up!"*
 "[Presenter] very knowledgeable and personable." *"Very informative and helpful."* "Excellent training. Thank you." *"Best one yet. Very good. Love the presenter!"*



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YEAR 2: LOOKING AHEAD

To coin a phrase, “What have we done for you lately?” Don’t worry; we have no plans to rest on our laurels just yet! We’re looking **somewhere over the rainbow** to bring you even more great sessions from the Learning Academies @ SHSU.



A double rainbow ends over the Johnson Coliseum after a storm, heralding great things to come for the Learning Academies @ SHSU (at least that’s how we interpreted it).

We’ve got great training opportunities planned for Year 2 for both staff *and* their managers. By the way, **faculty** who are managers of staff are also invited to register for the Management Academy courses. Spread the word.

The curriculum is still under wraps, but we can give you a sneak peek into what’s on tap for **Year 2**. Read on!



MANAGEMENT ACADEMY: Y2

Some of our most popular classes will be back in 2015, but with a twist.

We’ll repeat *Foundations of Management I* with Dr. Mitchell Muehsam, Dean of the College of Business Administration, but this time he will moderate a panel of senior executives who are relatively new to SHSU or to their positions. They will share lessons they have learned while managing in a new culture.



Dr. Muehsam shares a few “truisms” about managing employees during Year 1: *Foundations of Management I*.

We’ll visit again with Ms. Rhonda Beassie, the Texas State University System’s assistant general counsel, for *New Topics in Managing Legally*.

We’ll revisit what *Building Trust* looks like, this time with Mr. Frank Parker and Dr. Kristy Vienne of Student Services. They will discuss what “Leading High-Performance Teams with Commitment” is all about.

Equilibria’s Dr. Rosalinda Mercado-Garza will return with another offering of *E-Colors Awareness* (more on that in a minute).



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MA: Y2 (CONT'D)

We'll be offering a way for non-managers with aspirations to management to join a Management Academy training track we are informally calling "So You Want to be a Manager" (until we can think of a better name, that is). This track will allow staff participants nominated by their supervisors to attend select Management Academy sessions with prior approval. They will even have the option of completing a certificate for the track.



Pam Laughlin, Career Services, taught *Career Planning to Training U.* attendees in Year 1.

New courses in the Management Academy will include *Human Resources for Non-HR Managers*; *Decision-Making: Tools for Making Quick Decisions in the Real World*; and *Project Management for Managers*.

Finally, we are working hard to bring a couple of senior executive level courses to the campus in Year 2. Keep your fingers crossed!



TRAINING UNIVERSITY: Y2

For Training University, returning Employee Assistance Program-led sessions will include the very popular *Stress Management*, as well as the brand new *Managing Change and Emotional Intelligence*.

We'll be adding other new sessions led by SHSU subject matter experts, including *Generations—Understanding Your Student Workers*; *Project Management for Non-Project Managers*, and *Written Communication Skills*.

THE RETURN OF E-COLORS

Most exciting of all, as previously mentioned, in February 2015, we're bringing back Dr. Rosalinda Mercado-Garza, senior coach for Equilibria, and the half-day *E-Colors Awareness* session to kick off Year 2 with a first ever joint Management Academy—Training University session!



Dr. "MG" leads Enrollment Management employees through the U-shaped exercise during an E-Colors session. The exercise places the employees on a spectrum of their E-Colors personality style for visual impact.



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E-COLORS (CONT'D)

We're opening up 100 spots, first-come first-served, but here's the bonus: we are encouraging managers who so desire to bring their entire staff to the session at no cost to their departments.

Any individual manager of staff or staff member may register for the class as space permits, of course, but we are hoping that managers will take this opportunity to attend with their teams. E-Colors has its greatest value as a personality diversity tool when used to understand not only oneself, but one's team members and how they relate to conflict, cooperation, and team dynamics.

We'll be opening up this session for registration soon, so be on the lookout for the announcement.

SHSU STAFF CORE COMPETENCIES

The Staff Core Competencies were developed as a result of several focus group meetings with the staff and management during the summer of 2013. The inputs from the participants were key in developing the staff and manager core competencies.

You may have seen the list of competencies displayed at one of our training sessions. If not, here they are again for your edification. If you've ever wondered what these qualities look like "in action," check out HR's [Training and Professional Development website](#), where we list what each of these competencies looks like at work.

Core Competencies for Staff

SHSU's Staff is...

- Committed to SHSU's Vision & Mission
- Innovative in thinking
- Effective in communications
- Accountable for ourselves and to others
- Dedicated to life-long learning
- Efficient in operations

Core Competencies for Managers

In addition, our managers...

- Support the Strategic Plan
- Provide leadership
- Empower others
- Comply legally and ethically
- Manage performance
- Build trust

Understanding these qualities is going to be important for future appraisal periods. The SHSU core competencies will eventually be tied to the performance factors in the appraisals.

More information will be made available on that soon. In the meantime, we're looking forward to a great **Year 2**, and we hope to see you there!

For questions regarding the Staff Professional Development Program, contact Ms. TJ Bittick, Professional Development Coordinator, Human Resources, at 936.294.2328.