

Staff Development Grant

Office of the Chancellor

Project: High Impact Training – A day of Change

Description: A full day of motivational training for all OOC employees, dealing with change and thriving in the chaos of work and personal life.

Project leader: Nicole Gebheim, Assistant Director, Human Resources

Award: \$5,000

Project Re-cap:

Our campus hired Michael Miller from High Impact Training to provide this workshop on January 13 & 14, which entailed two sessions dealing with change and conflict (the first relying on the work of Jung, Myers, Briggs and Don Lawry through the “True Colors” inventory), and how we can enhance the conflict-handling skills with our co-workers. Close to one hundred fifty employees participated in one or both of these hour and a half sessions. Costs were as follows:

Michael Miller preparation, facilitation and materials fee: \$5,000

Off-campus room rental and food: \$0

Inventory fee: \$0 – I used STARS for registration and SurveyMonkey.com to get feedback

Impact:

Our objectives were to accommodate training requests in communication, support, organization, and team building and this training encompasses those areas. With the inevitable notice of change on the horizon I felt that tools in dealing and managing would be beneficial as well. Course surveys told us that employees appreciated the program and had requested more depth on dealing with change and conflict. Perhaps this would be another day workshop. This project has furthered staff development on our campus by providing tools on handling conflict caused by change as well as knowing co-workers temperament.

Reflections:

I think employees really enjoyed finding out the “True Colors” of co-workers and friends that they have made here at Office of the Chancellor. Michael pointed out a way to understand how personalities deal with change differently and if we just stand back and allow them to deal in their own way it makes for a less stressful situation. Even as he described the employees own styles and preferences based on their color, I believe they learned something. The self-awareness assists in employing the right approaches at the right times to be successful at work.

The second break-out session also allowed employees to learn to manage conflict early in life, and how they can manage when conflict arises by creating “function” out of seeming “dysfunction.”

After attending I believe there was second thought on pushing the entire department/work group to attend these sessions together. People started to realize this was an actual benefit to every day decision making, delegation of work, work completion, etc. My role next time will be to give them a more descriptive introduction to what they will be participating in.