Fostering an empowered and shared Mines culture

Campus Conference

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Agenda

- Discuss culture concepts
- Updates on focus areas
  - Professional Development
  - Leadership Development
  - Onboarding
  - Rewards and Recognition

What is Organizational Culture?

A system of shared assumptions, values, and beliefs, which governs how people behave in organizations. These shared values have a strong influence on the people in the organization and dictate how they dress, act, and perform their jobs.

Why is it important?

A healthy culture depends on People

- Commitment to employees feeling valued

- Investment in professional and personal development for employees

- Harness the passion and pride of Mines employees

Initial Focus Areas

- Professional and Personal development
- Leadership Development
- Onboarding
- Rewards and Recognition

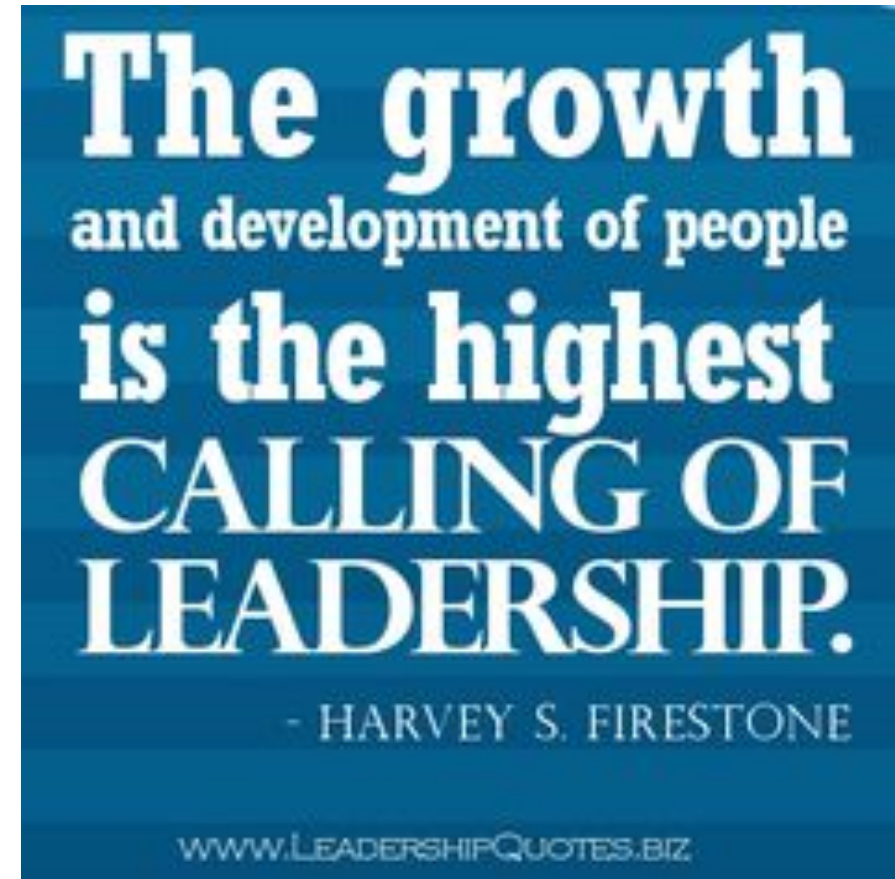# Professional and Personal Development

Structure for learning and development

- Mines organization-wide learning and development strategy
  - Needs survey coming in September
  - Develop strategy by January 2017
- Development pathways focused on important topics and skillsets
  - Self Directed
  - Variety of delivery methods
  - Custom pathways for supervisors and managers
  - Online learning content: Professional Effectiveness, Project Management, Desktop systems, specialized IT, Health and Safety and Compliance

Leadership Development

Goals of the Mines Leadership Institute

- Development of Leaders at all levels– Senior management to individual contributors.

- Identify and develop the next generation of Mines Leaders

- Provide professional and personal development for current leaders

- Support the idea that leadership development is a process not an event

- Increase participants' network and collaboration across campus.

The growth and development of people is the highest CALLING OF LEADERSHIP.

- HARVEY S. FIRESTONE

WWW.LEADERSHIPQUOTES.BIZ

Mines Leadership Institute – Possible structure

Designed for:	Senior Leadership	High-Potential	All employees
Format:	Small cohort (10-12) Concentrated blocks of time	Cohort (16 to 20) Full or half day sessions	Cohort (20 to 24) Half day or shorter sessions
Length:	6 months	6 to 9 months	2 to 3 months
Topics:	Strategic Thinking Institutional Perspectives Innovation Positive Relationship Building Collaborative mindset Active development of staff Effective Communication Thoughtful Change Management	Strategic Thinking Institutional Perspectives Innovation Positive Relationship Building Collaborative mindset Active development of staff Effective Communication Thoughtful Change Management	Situational leadership Communication tools & techniques Time & Priority management Coaching Expectations of a Mines Leader Conflict management Diverse thinking Innovation and Collaboration
Program components:	Assessments: 360, SDI Fieldwork between sessions Facilitated reflection sessions Tackle real time organization challenge Coaching	Assessments: 360, SDI Fieldwork between sessions Facilitated reflection sessions Meaningful stretch assignments Coaching Organizational Mentor	Assessments: SDI, leadership style Group facilitated learning Manager Engagement Fieldwork Mentor
Criteria for Participation:	Senior manager	Identified as High-potential	Anyone with a desire to develop leadership abilities
Selection process:	Meets established criteria, Nominated or self-selection	Meets established criteria, Nominated by Senior Manager	Nominated by Manager Self-nominated
Additional Resources:	Focused on-line resources Online community	Focused on-line resources Online community	Focused on-line resources Online community

Onboarding

Goals

- Establish a sense of belonging
- Help new employees feel valued
- Provide tools and information to be productive
- Increase engagement and job satisfaction
- Improve retention

Philosophy

- Clarification – ensure employees understand their new jobs and related expectations
- Culture - provide employee with a sense of organizational history, norms and belonging
- Connection – establish vital interpersonal relationships and information networks
- Compliance – basic required stuff: legal, policies etc.

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Rewards and Recognition

- Early phases
- 2014 Leadership Capstone Project
  - Report delivered to Leadership
  - Recommendations
    - Alignment with strategic plan
    - Funding special recognition
    - Provide professional development
    - Publicize recognition and awards broadly

- Goals
  - Creation of sense of belonging
  - Improved campus culture
  - Improved job satisfaction

Wrap up and Questions

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"Culture lives on when it's taught & practiced. Teach employees your culture & let them share what they've learned."

Herd Wisdom