

DIVISION OF HUMAN RESOURCES MANAGER DEVELOPMENT PROGRAM



Erickia Elbert
Interim Vice Chancellor for Human Resources
Board of Trustees University Affairs Committee
November 22, 2019

AGENDA

- New Manager Development Program
- Benefits For The Employees and University
- Overall Design Approach
- Details and Highlights Of Each Phase

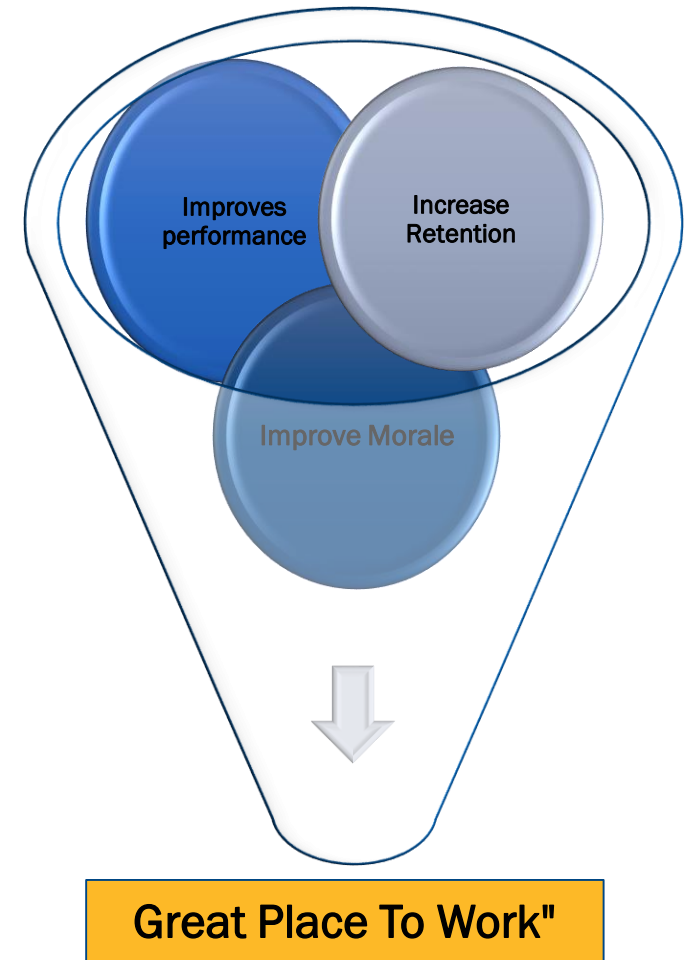


University Benefit

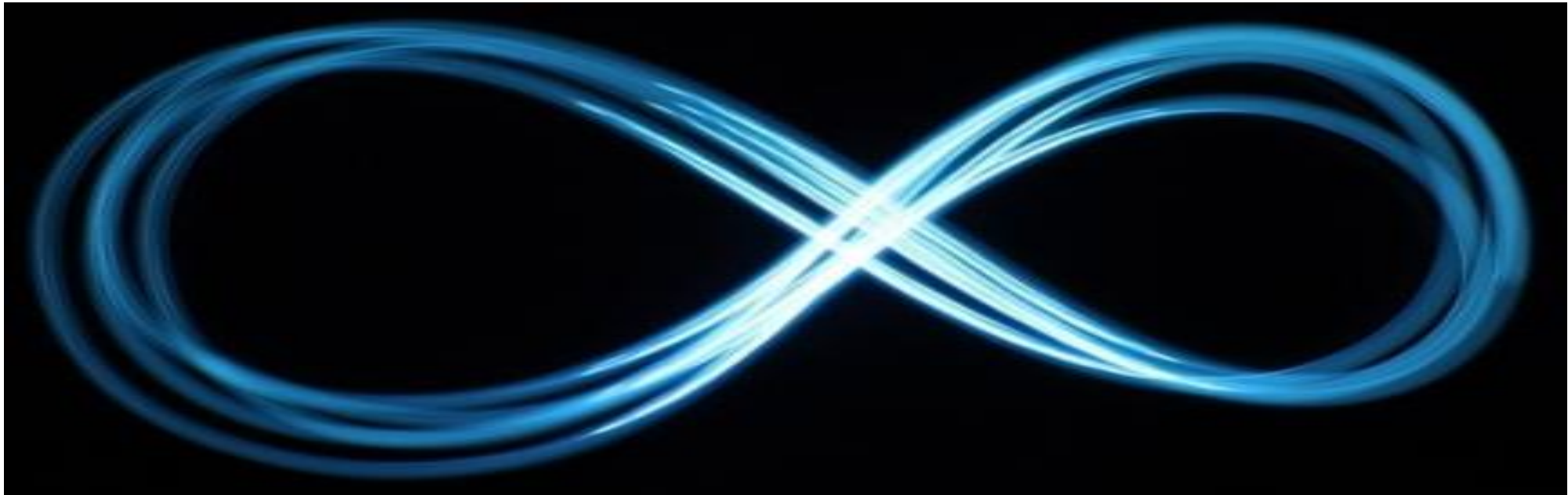
- A consistency in how managers interpret and apply policies
- Address feedback from Employee Relations
- Reduce the turnover rate
- Build immediate bench strength for succession planning and meet the growth needs of N.C. A&T
- Large scale opportunity to enhance the development of our middle level managers' leadership across our University ecosystem

Employee Benefit

- Opportunity for potential promotion
- Change agent for the University
- Receive relevant information, resources, professional/personal development
- Identify areas of improving efficiencies
- Increase effectiveness in how they lead themselves and others
- Experience a culture of lifelong learning and support



Our managers live in a world of polarities, where they are balancing on one hand the day-to-day operations and on the other hand putting the university's vision into action.



Middle level managers are the bridge between senior leadership and the various administrative and operational units that support the success of the university.

They are the change makers with the broadest impact.



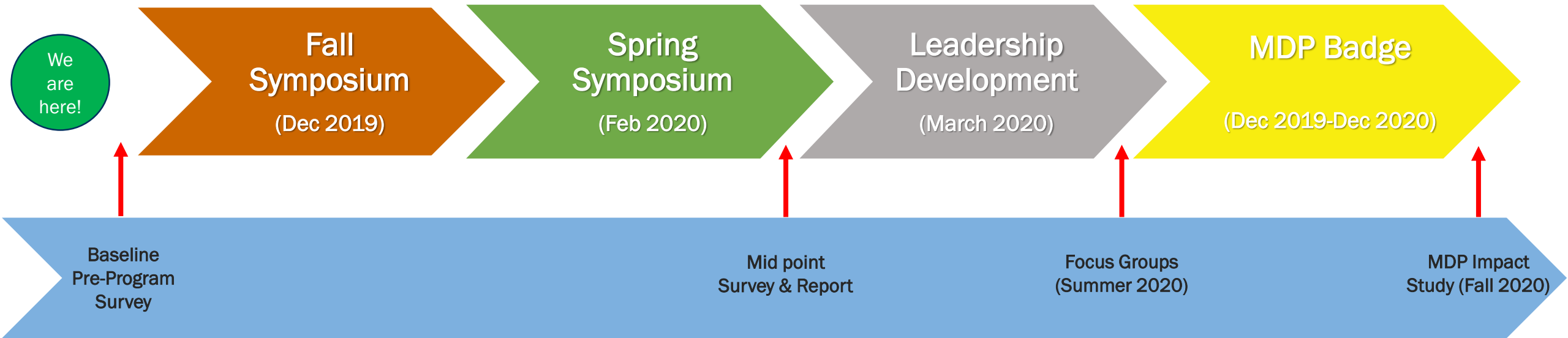
- Accountability
- Compliance & Integrity
- Customer Oriented
- Expert
- Supervision
- Talent Oriented

N.C. A&T Institutional Goals



- Responsibility
- Excellence
- Integrity
- Inclusiveness
- Learning

N.C. A&T Core Values



Level of Competence in Mid-Level Managers:

- Increase performance evaluation
- Increase employee engagement
- Assessment and evaluation of their own team members
- Increase knowledge of university's priorities at division/college levels
- Align operational processes to the university's strategies

Fall Symposium

How do I manage myself?

- Setting The Tone
- N.C. A&T Core Values: Let's get REILL!
- The Impact of Effective On-boarding
- Policies, Practices and Procedures
- Components of an Excellent Manager
- Managing the Chaos of Diversity & Inclusion



Curtis Hill



John Sayres

Spring Symposium

How do I manage with others?

- Components of an Excellent Manager
- Getting REILL: A Deeper Dive in our Core Value
- Transforming Workplaces Through Trust
- Building Effective Relationships in The University
- Trust Assessment
- Diversity & Inclusion



Dennis Reina



Michelle Reina

Leadership Development Symposium

How do I manage as a leader for the University?

- Leading Through Culture Change
- Manage Diversity & Inclusion
- Next Steps & Accountability
- The MDP Badge
- Better Conversations Every Day
- Listen to Understand
- Challenge and Support



Center for Creative Leadership

INVESTING BACK INTO OUR EMPLOYEES



| NUMBER OF PARTICIPANTS | | | | | | | | | | | | | | |
|------------------------|-----------|--------------------|---------------------|----------------------------------|---|---------------------------------|------------------------|---------------------------------|-----------------|--------------------------|---------------------------------|-----------------|----------------------|------------------------|
| Academic Affairs | Athletics | Business & Finance | Chancellor's Office | College of Ag & Environ Sciences | College of Arts, Humanities & Social Sciences | College of Business & Economics | College of Engineering | College of Science & Technology | Human Resources | Information & Technology | Research & Economic Development | Student Affairs | The Graduate College | University Advancement |
| 20 | 15 | 72 | 4 | 20 | 1 | 1 | 6 | 1 | 5 | 7 | 5 | 34 | 1 | 5 |

QUESTIONS

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