<u>Attachment 3</u> Human Capital Services Employee Relations and Engagement (1 of 4)

(3 of 4) FY20 Human Capital Services Employee Relations and Engagement

Not included in the above data are training opportunities and Team Engagements. A Team Engagement is different from a team building process in that it prepares a fractured team for team building. Team Engagements include a one-on-one deep structured interview with each team employee, followed by synthesis and diagnostic of data follow by engagement activities to strengthen the team. Training is another aspect of Employee Relations and Engagement. In FY20 Employee Relations & Engagement conducted 14 trainings with a total of 232 employees in attendance.

In response to the 2019 recommendations from the Ombudspersons Faculty Senate Report; Employee Relations and Engagement respectfully submits the following updates.

> **Ombuds Recommendation:** Tgpgy gf 'hqewu'qp''y g'Wpkxgtukx{øu'Rtkpekr ngu'qh Community, as unprofessional actions and speech continue to contribute to interpersonal conflict.

<u>Update:</u> Human Capital Services developed a new program to acclimate new employees to K-