

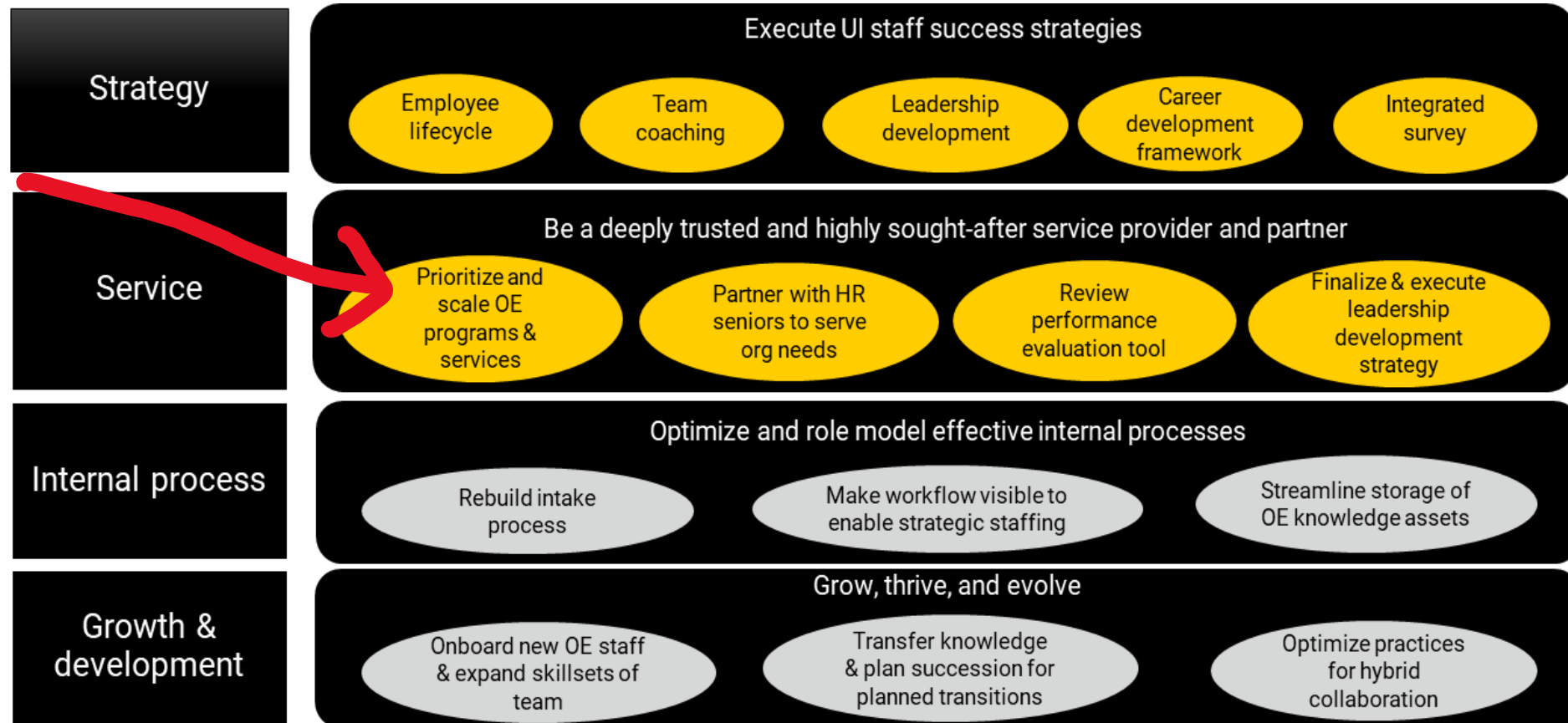
Organizational effectiveness

Creating thriving, productive work environments

Rachel Napoli
Executive HR Director
April 2024



OE strategy map – FY24

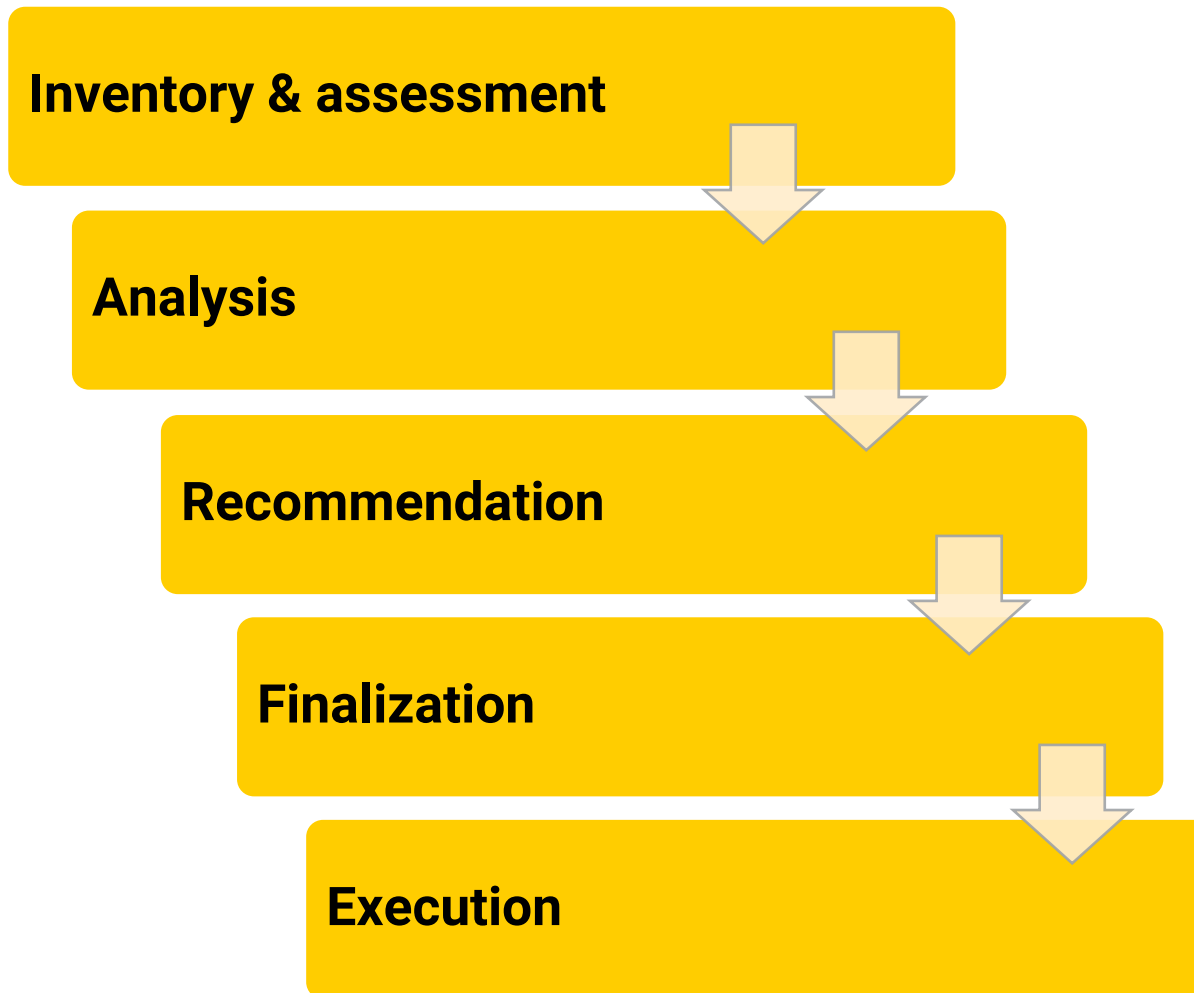


Goals

- Alignment
 - UI strategic plan
 - OE mission
- Prioritization
- Reputation



Process: reviewing OE programs & service



Strategic approach - lenses



Impact

Defined business outcomes
Metrics & feedback
Cost/benefit
Risk



Audience

Targeted or broad
Org/function specific
Level/role specific
Accessibility & inclusivity



Scalability

OE as campus wide service provider
Partner involvement (hub & spoke, external resources)
Modality
Technology
Sustainability
Adaptability



Priority

Mandate
Alignment with UI strategic plan
Demand
Capacity
Interdependencies
Efficiency gains
Source of request





Growing

Campus wide functions

Employee experience survey

Performance management system & process

Learning & development

Standard sessions/workshops on high demand topics

LinkedIn learning

Organizational development

Team coaching

Consultation (organizational development); resources on key topics

Leadership development

IALA (formerly DEO Leadership Program)

Individual coaching in leadership development programs

Communications

OE web content and design





Not offering

Custom team building/workshops/ training/presentations for departments
Lean process improvement
Project management as a campus service
Meeting facilitation (unless part of a consult)
UI trainer network

Realigning or automating

HR retreats: HR Seniors & Unit Directors; UHR retreat
Careers in HR – student inquiries
New hire list for Benefits, OE, & UI Healthcare
Zoom production/tech support
IOWA award ceremony



Sustaining

Organizational Development & Consulting

Change Management

Brief consult, e.g. performance management consult for supervisor

Executive coaching referral

New leader feedback (prior to arrival, (facilitated session w/ team)

Team building; team culture/climate

Retreat planning/facilitation support

Strategic planning support

Unit review (org design, culture)

Assessments

DISC assessment & debrief

360 review & debrief

StrengthsFinder for team

Sustaining

Learning & Development

Training – open to all faculty & staff
PASS (series) for supervisors
Supervisor Training@Iowa
Supervisor skill development (toolbox etc.)
For-fee workshops
Change management training
My Training
Online learning (ICON)
Training production (video, animation)
Mary Jo Small Staff Fellowship
Professional development awards
Tuition assistance

Rewards & Recognition

IOWA awards
Staff appreciation grants

Sustaining

Leadership development

UI Lead

Executive Leadership Academy

Leadership newsletter

HR/campus community support

HR Senior Support (OE partners)

Project Management for HR

Presentations to HR community

Exit interviews when contact from UHR is requested

Qualtrics survey design

Campus wide function

Onboarding & orientation (role clarification; possible automation)

Other

Supervise OE student employee

What's next?

