The Career Engagement model serves as a framework to have both informal and formal discussions to engage employees in the work they do.

REGULAR TOUCHPOINTS

- Schedule regular meetings
- Have regular conversations
- Go for coffee
- Coaching or mentoring
- Promote PD opportunities
- Recognize performance
- Broaden work experience
- Career development planning

Research shows that informal touchpoint discussions should occur once every two weeks in correlation to driving performance outcomes.

THE JOURNEY

Leading Practice Research and Model Creation

HR SBA and Unit/College Advocate Engagement

DYNAMIC PERFORMANCE MANAGEMENT; MINDGYM


DID YOU KNOW?

Our Employee Engagement Survey told us we have room to improve on ensuring our employees:

- receive clear and regular feedback on how well they do their work
- understand how work fits into the university’s strategic priorities and goals
- are asked for their ideas and opinions

WE BELIEVE WE CAN DO BETTER!

This model encourages frequent engagement between people leaders and employees through informal and formal joint dialogue that:

- sets reasonable goals and clarifies expectations
- identifies development opportunities
- regularly reviews progress and realigns goals as necessary
- recognizes and appreciates successes
- identifies challenges and opportunities in meeting goals (the ‘what’) and competencies (the ‘how’)
- provides opportunities for timely coaching and mentoring
- facilitates a growth mindset
- commits to employee success

What is one thing I can do to better support you?

Great job explaining X at that meeting today. I noticed the audience was engaged in the discussion and asking questions.

What ideas do you have for improvement?