

HOWDY!

Managers' Minutes December 7, 2023

Division of Human Resources and Organizational Effectiveness

AGENDA

“Employee Engagement: How to have fun at work!”

Damon Slaydon

Management Strategy: Having Fun at Work!

Stacy Overby

Living Well: The Health Benefits of Laughter

Belle Stixrood

Putting Fun to the Test

Student Employment Services

Hannah O’Hara

Giveaway

Karen Hentschel



Employee Engagement: Having fun at work



Building the Right Culture

WISH vs. WIN



Fun vs. Facts

- 55% of people in the US don't use all their vacation days!
- Ultradian Rhythm: experts recommend a 5-minute break away from your work every 90 to 120 minutes; 3 to 4 times a day.
- Only 20% of workers are engaged at work.
- 61% of working Americans say they do not have enough time to do all they do each day. Gallup poll
- 10 Benefits of Having Fun at Work
 - Attract and retain good talent
 - Encourages free thinking / take risk
 - Breaks down barriers
 - Improves morale on hard days
 - Promotes relationships
 - Reduces Stress Levels
 - Creates Memories
 - Improves Teamwork
 - Reduces Animosity and Disagreement
 - Lessens Absenteeism



Ideas from the Field

- Daily email memes, tasteful
- Board Game Corner
- Coffee of the Week Club
- Community Puzzle
- Bulletin Board
- Question of the Week. Ex. What is the best advice you have ever received?
- Kudos, place kudos in jar and talk to each one at next meeting.
- Doodle Board
- Ice Cream sandwich delivery
- Favorites Page
- Employee Spotlight
- Photo Wall
- Pet Spotlight
- Team Lunches
- Special Snacks
- Refrigerator Magnets
- LinkedIn Learning
 - <https://employees.tamu.edu/orgdev/linkedin-learning.html>
 - Performance Management: Employee Engagement
 - Prevent Team Burnout as a Manager
 - Time Management for Managers



Favorites Page

First and Last Name, Preferred Name, Title, DOB

- Food or Significant Allergies
 - Favorite TV Show
 - Favorite Writer
 - Favorite Movie(s)
 - Favorite Musical Performer(s)
 - Favorite Sport Team(s)
 - Favorite Game/Board Game
 - Favorite Splurge Grocery Item(s) / Snack(s)
 - Favorite Breakfast Meal
 - Favorite Hobbie(s)
 - Favorite Items to Collect
 - Favorite Color(s)
 - Food / Snack / Drink Dislike
 - Favorite Self-Care Activity
 - Favorite Fast-Food Restaurant
 - Favorite Bottled / Canned Drink(s)
 - Favorite Keurig Pod Flavor(s)
 - Favorite Sonic Drink Order
 - Favorite Coffee or Tea Order
 - Favorite Candy
 - Favorite Fruit(s) / Veggie(s)
 - Favorite Cookie(s)
 - Favorite Nothing Bundt Cake Flavor
 - Favorite Cake Flavor
- If you want it in a word format, email Stacy at s-overby@tamu.edu



Obstacles to a WIN Culture



Time

- “I’m swamped, and I just don’t have the time right now.”

Environment

- “I’m all for it, but this would never fly in my industry.”

Employees

- “Our employees won’t get on board with this.”

Timing

- “We just had leadership changes, so things need to settle first.”

Leadership

- “My supervisor/department head isn’t interested.”

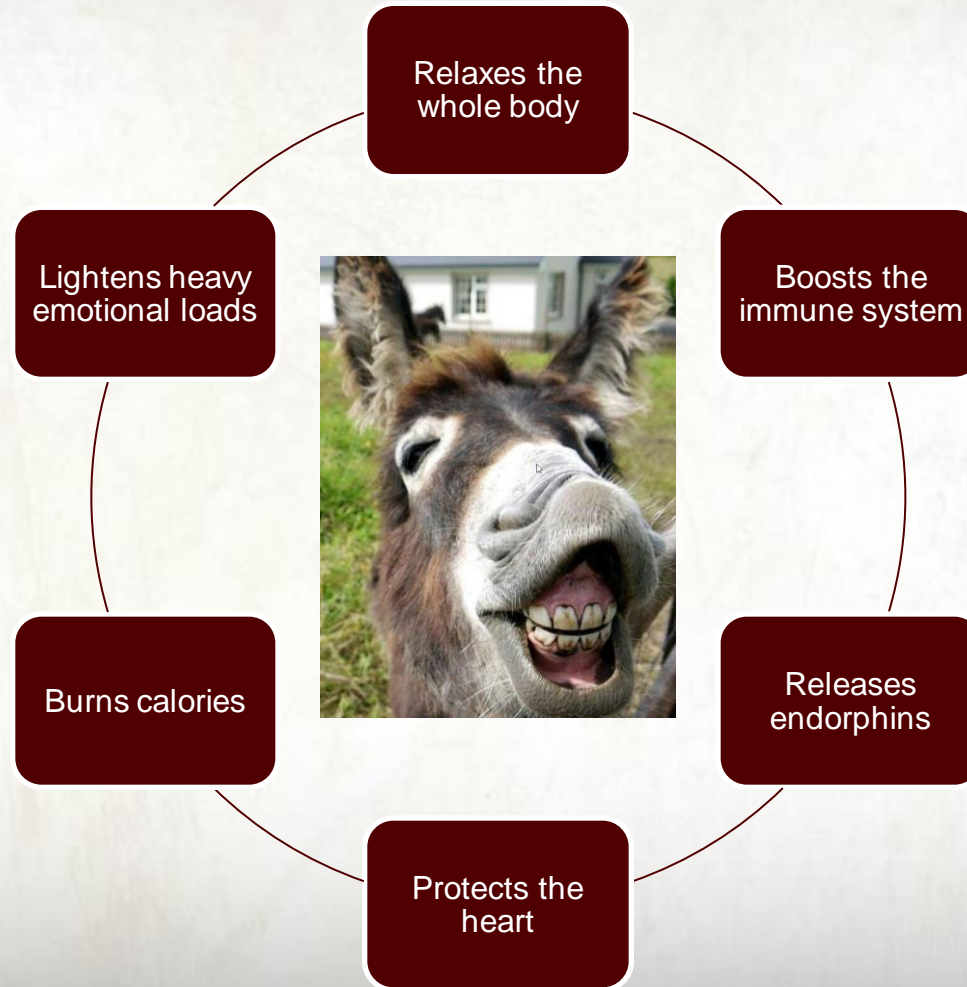
Business Benefits of Laughter



Beard, A. (2021, February 12). *Leading with humor*. Harvard Business Review. <https://hbr.org/2014/05/leading-with-humor>



Health Benefits of Laughter



Let's Test it Out!



Putting Fun to the Test



Who I am and what I do

Hannah O'Hara

**Student Employment
Specialist**

**HROE – Continuous
Improvement & Service
Quality Team**



Support for Managers

- Seek input and shape university policies and processes as it pertains to student workers, Graduate Assistants, and Graduate Fellows
- Develop best practices as it relates to offer letters, hiring, onboarding, and benefits enrollment for Graduate Assistants
- Offer training to Graduate Assistants, Graduate Directors, Student Employees, Hiring Managers, and HROE staff



Support for Managers

- Develop processes and procedures and provide support to graduate students transitioning on to and off of fellowships
- Supervise the [Jobs for Aggies](#) platform and student worker hiring processes
- Support centralized onboarding of students and Graduate Assistants



Important Reminders

- Annual Work Periods, Effort & Additional Jobs
- Start thinking about the Fall to Spring Transition
- Express needs and desires as it relates to unit staffing and holiday break periods
- Graduation & Employment



Final Thoughts

We always want to hear from you!
Continuous Improvement is our job

Be proactive and engage us in your planning. We want to assist you in building processes that help you and your students!



Giveaway



RESOURCES

[The Power of Having Fun \(online version at TAMU library\)](#)

[Harvard Business Review Article – Leading with Humor](#)

[5 Expert Tips to Navigate HR Challenges & Forge a Thriving Company Culture](#)

[Laughter is the Best Medicine \(HelpGuide.org\)](#)



Stay Involved



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Next Managers' Minutes:
January 11, 2024 – 8:30-9:30
[Register Here](#)



Share your input for future Managers' Minutes meetings:
[Managers' Minutes Feedback](#)

Deep Dives will resume in February!



Additional Questions?

Living Well

[Website](#)

[Contact Us](#)

Student Employment

[Website](#)

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