

HOWDY!

Managers' Minutes September 21, 2023

Division of Human Resources and Organizational Effectiveness

AGENDA

“Know Yourself – Know Your People”

Damon Slaydon

Recognize Your People – The Aggie Way Engagement Program

Andy Lopez

Planning Your Retirement: Fall Retirement Seminars

Missy Arevalo

Living Well – Know When You’re Stressed

Kourtney Bassett

Know Yourself – Know Your People: Tap into Your Emotional Intelligence

Karen Hentschel

Courses Available to TAMU Employees by Special Offer

Regan Durham

Quick-Look Assessment Report

Brandy Kosh

Closing/Q&A

Karen Hentschel



Know Yourself – Know Your People



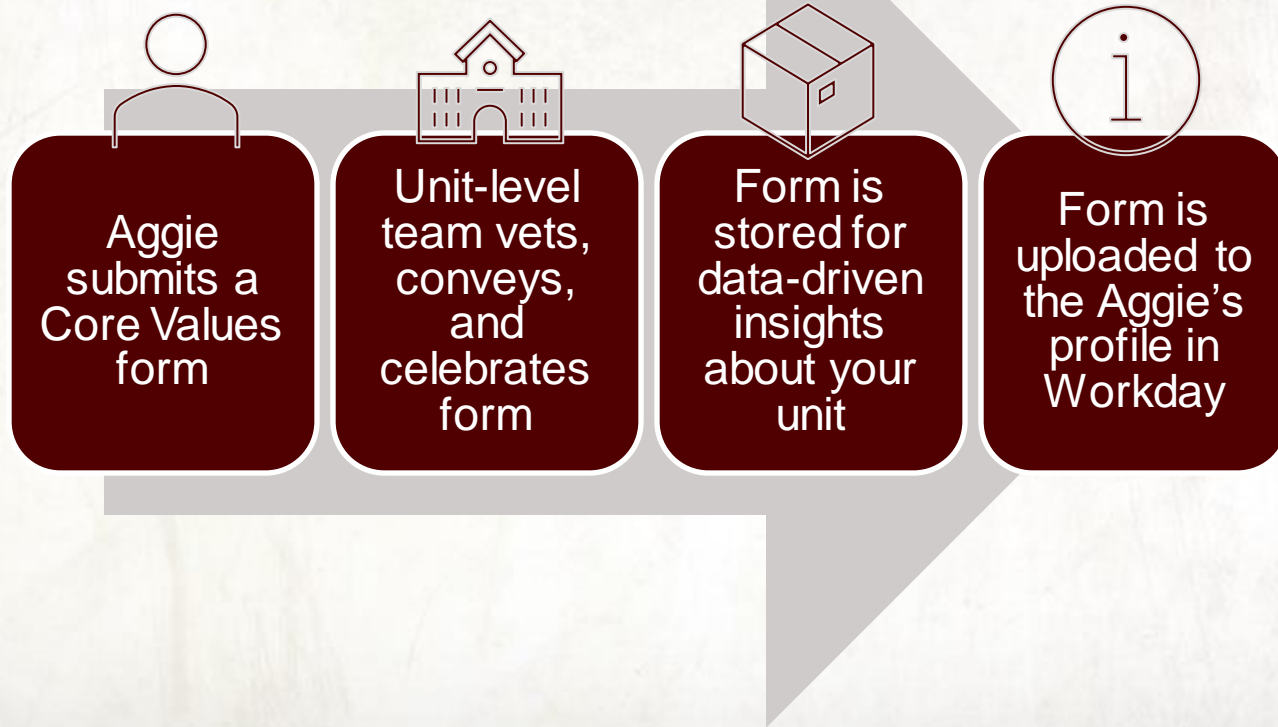
Recognize Your People: The Aggie Way Engagement Program



The Aggie Way Engagement Program (AWEP) is a university-wide initiative focused on recognizing Aggies who lead by example to enrich our learning and working environments by living our Aggie Core Values.



The Aggie Way Engagement Program: How it Works



The Aggie Way is designed to:

Engage
the Aggie Core
Values

Enhance
member
satisfaction,
belonging and
retention

Enrich
Texas A&M's
culture
through an
emphasis on
appreciation &
respect



What is different about the Aggie Way?



- Framed by Appreciative-Inquiry and people-driven
- Connects behaviors to the Aggie Core Values
- Unit, and University, level recognition
- Connects recognition to employee profiles



Planning Your Retirement

Texas A&M is committed to providing retirement programs to help you plan for the future and provide a foundation of retirement income in addition to your personal savings and investments. Join one or more of our upcoming Fall Events to see if you are on track. **All events are free and require registration.**

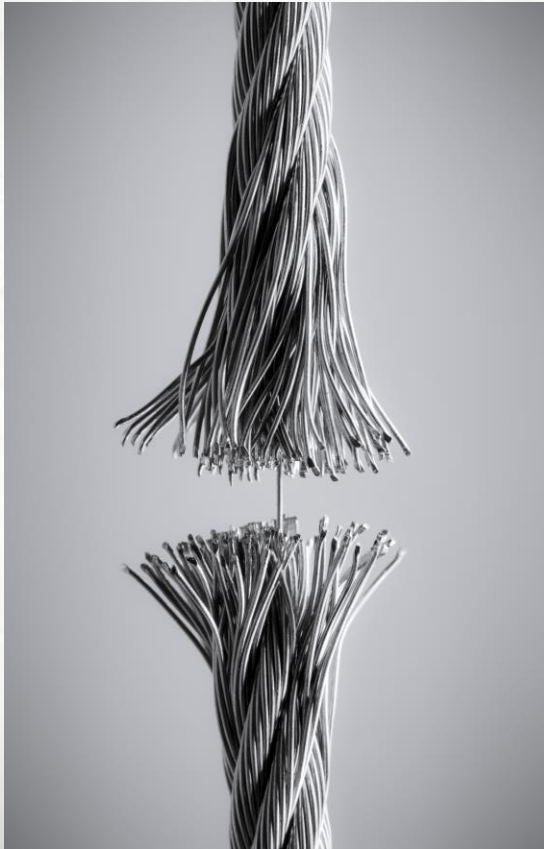
Employee Financial
Consultations with
TIAA
Sept., Oct., & Nov.

“Ready to Retire”
TRS Presentation
October 5 @ the
GSC

Pre-Retirement
Counseling
Workshops
Monthly by Zoom or
In-person



Know When You're Stressed



Know your breaking point!

Protect Yourself from Stress Workshop

Facilitated by Marnie Krajcek

When:

11/1/2023

9:30 AM – 11:00 AM

Where:

The Gardens

Agriculture & Life Sciences Bldg (AGLS)





EMPLOYEE WELLNESS FAIR

Tuesday, October 3, 2023 | 8:30 AM – 3:00 PM | Student Rec Center

South Courts | 8:30 AM - 3:00 PM

Vendor Exhibit Hall

Breakfast for registered Morning Keynote attendees, 9:00 AM

Room 2229 | 9:30 AM – 10:30 AM | Morning Keynote & Breakfast

Power Your Second Shift

Miranda Walichowski, Ph.D. and Robye Harvey with Human Architects

**Live stream available*

Room 1130 | 11:00 AM - 11:45 AM
**Catching Z's or Counting Sheep:
The Effect of Nutrition on Sleep**

Meghan Windham, MPH, RD, LD

**Live stream available*

Room 2225 | 11:00 AM - 11:45 AM

Yoga

DeAun Woosley

Presented in partnership with

Texas A&M Rec Sports

**Live stream available*

Lunch for registered Mid-Day Keynote attendees, 12:00 PM

Room 2229 | 12:30 PM - 1:30 PM | Mid-Day Keynote & Lunch

Building Resilience and Connection During Times of Change

Dr. Russell Robinson, Ed.D.

Room 1130 | 2:00 PM - 2:45 PM

**The Power of WHY:
Adding Magic to Your Professional Life**

Madalyn Smith, MS

**Live stream available*

Room 2225 | 2:00 PM - 2:45 PM

Body Blaster

Anna Taggart Minahan, MS

Presented in partnership with

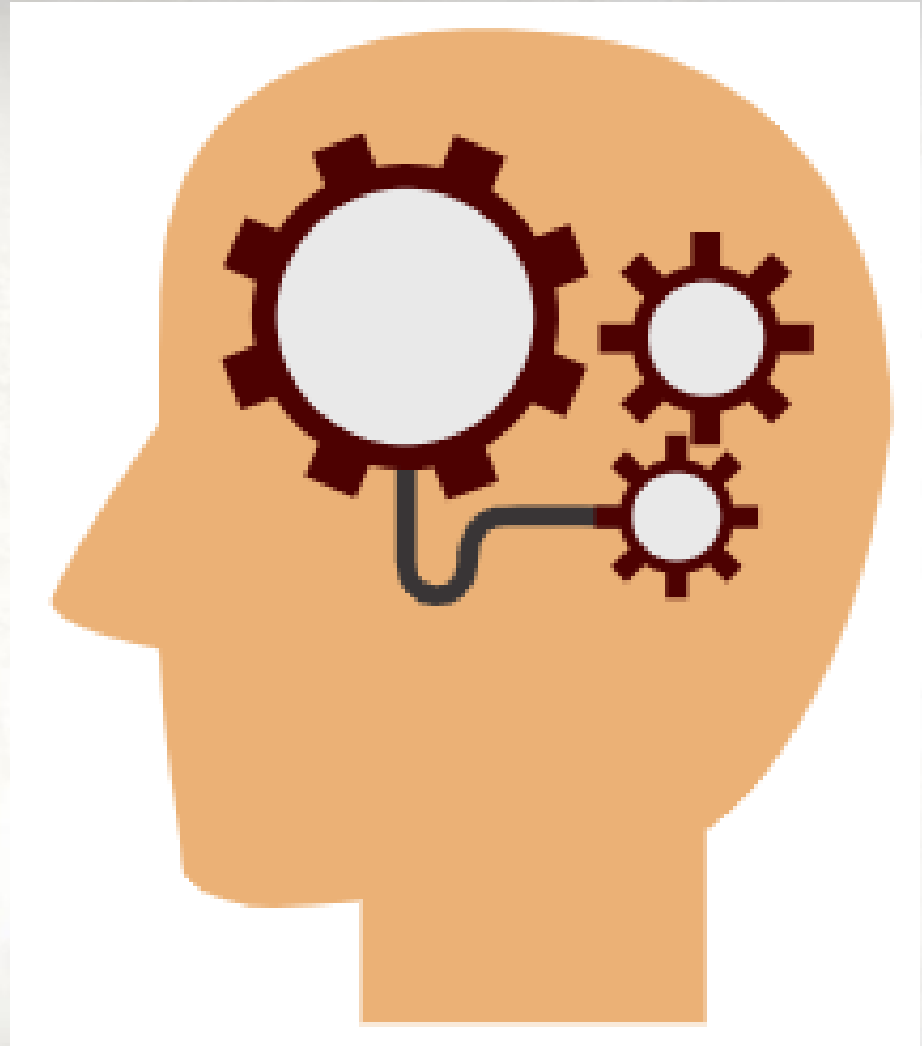
Texas A&M Rec Sports



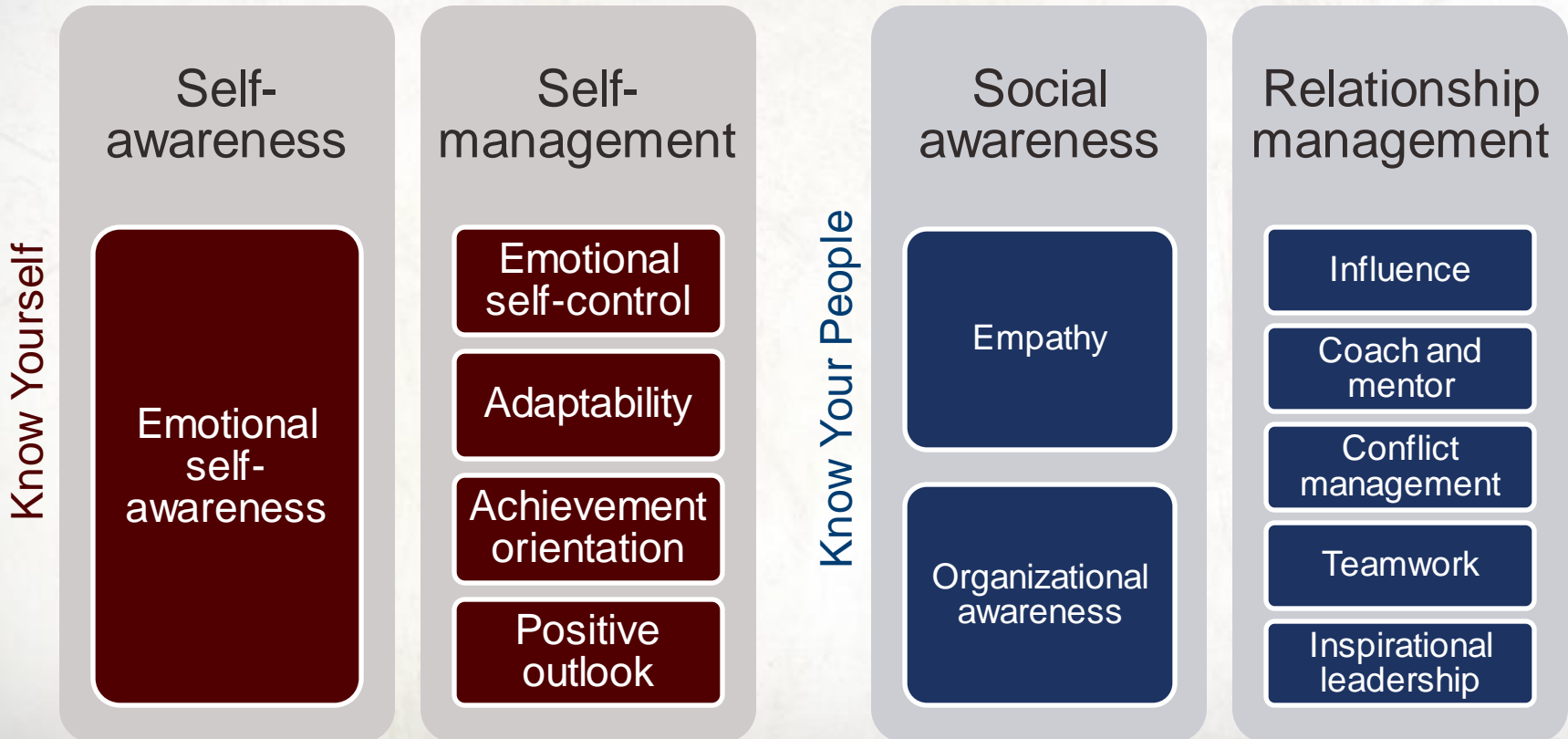
e·mo·tion·al in·tel·li·gence

noun: emotional intelligence

the capacity to **be aware of, control,**
and **express** one's emotions, and to
handle **interpersonal relationships**
judiciously and **empathetically**.



4 Domains of Emotional Intelligence (EQ)



Goleman, D. (2023, January 19). *4 emotional intelligence skills for trying times*. Korn Ferry.
<https://www.kornferry.com/insights/briefings-for-the-boardroom/4-emotional-intelligence-skills-for-trying-times#:~:text=The%20four%20domains%20of%20Emotional,reactivity%20and%20fewer%20unintended%20consequences.>

<https://ohio4h.org/sites/ohio4h/files/imce/Emotional%20Intelligence%20Background.pdf>



Know Yourself

Self-awareness

Emotional
self-
awareness

Being conscious of
your own feelings
& your thoughts
about them

Puts ***YOU*** in
charge, not your
emotions

Take Action:

Reflect on your experiences and develop a growth mindset.



Know Yourself

Self-management

Emotional self-control

Adaptability

Achievement orientation

Positive outlook

Recognize emotional responses as cues for action & coping effectively in relationships

Recognize when your brain is being “hijacked” by your feelings

Find mental clarity & concentrate on the task at hand

Take Action:
Respond instead of reacting.



Know Your People

Social
Awareness

Empathy

Organizational
awareness

Notice the
emotions of
others

Empathy
≠
Sympathy

Actively
listen without
judgement

Take Action:
Be mindful of what your body language is telling others.



Know Your People

Relationship management

Influence

Coach and mentor

Conflict management

Teamwork

Inspirational leadership

Consider your emotions, the emotions of others & the context to manage the interaction

Influence those around you to make good decisions

Practice friendliness with a purpose

Take Action:
Be interested instead of interesting.



Courses for Career Development

Organizational Development values your input as we prepare to expand our career development opportunities through courses available by special offer to university employees.

Meyers-Briggs
Type Indicator
(MBTI) 4-course
Series

7 Habits of
Highly Effective
People

Crucial
Conversations
for Mastering
Dialogue

Crucial
Conversations
for
Accountability

Crucial
Influence

The Power of
Habit

Getting Things
Done

Mastering
Emotional
Intelligence
Level 1

Mastering
Emotional
Intelligence
Level 2

6 Types of
Working Genius



Input Requested: Quick-Look Assessment Report

A few important things to keep in mind:

- **Your Voice Matters:** Your participation is not just encouraged, it's essential. I believe that everyone has unique insights and experiences that can contribute to our collective success. Your feedback is critically important in helping us identify strengths and areas that require improvement. If you prefer to voice your thoughts in person, members of the assessment team and I will be available for informal listening sessions around campus during the commenting period. Details on these listening sessions, including dates and locations, [can be found online](#).
- **Anonymous Submission:** I understand that some concerns may necessitate anonymity, and we want your honest input. You will be asked for your designation (faculty, staff or student) and affiliated unit (college, school or division) so that we understand representation when reviewing the feedback, but you will not be asked for your name or any other personally identifiable information.
- **Timely Response:** I am committed to a timely response to your feedback. I know one week is a short commenting period. However, I believe we need to keep moving forward. I will review all your feedback to inform my decisions on next steps, which will be shared on [Oct. 4 at an all-faculty, staff and student meeting](#). The meeting will be held at the Hall of Champions from 8:30 – 10 a.m., with coffee and networking starting at 8 a.m. There is also an option to watch via livestream. Please [RSVP to let us know if you plan to attend](#) in person or will watch remotely.

Listening Sessions:

Friday, September 22:

- Listening Session #1: 9 - 10 a.m., Texas A&M Hotel & Conference Center - Block T Lounge, Floor 3
- Listening Session #2: 10:30 - 11:30 a.m., Texas A&M Hotel & Conference Center - Block T Lounge, Floor 3
- Listening Session #3: 2:30 - 3:30 p.m., General Services Complex
- Listening Session #4: 3:30 - 4:30 p.m., General Services Complex

Tuesday, September 26:

- Listening Session #5: 8:30 - 9:30 a.m., Location TBD
- Listening Session #6: 10 - 11 a.m., Location TBD



Giveaway

#1 BESTSELLER

DANIEL
GOLEMAN

The groundbreaking book that
redefines what it means
to be smart

Emotional
Intelligence

*Why It Can Matter
More Than IQ*

WITH A NEW INTRODUCTION BY THE AUTHOR





Division of Human Resources
& Organizational Effectiveness

Managers'  Minutes

**DEEP DIVE:
WHAT TYPE OF LEADER AM I?**

September 28, 2023

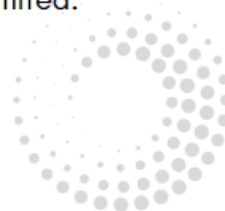
8:30 AM - 10:30 AM

General Services Complex
(750 Agronomy) - Room 101A

Come engage with fellow managers and find out what
your leadership style is.

A light breakfast will be served. The session will be in-
person only and seating is limited.

REGISTER by 9/25



RESOURCES

[The Aggie Way Engagement Program](#)

RETIREMENT:

[TAMU Retirement Planning Fall Events](#)

[TRS Presentation – October 5](#)

[TIAA Event Flyer](#)

MANAGEMENT STRATEGY:

[PDF: What is Emotional Intelligence](#)

[Video - Brené Brown on Empathy](#)

[REGISTER: Deep Dive: What Type of Manager Am I? – September 28](#)

[Share Your Interest – Courses Available to TAMU Employees for Career Development](#)

[Quick-Look Assessment of the Path Forward Implementation](#)

[Quick-Look Assessment Listening Sessions](#)

[Provide Feedback on the Quick-Look Assessment – Due by 5PM on 9/26](#)



Get Involved



Opt-in to receive updates and communications:
[Managers' Minutes Email Distribution List](#)



Next Managers' Minutes:
October 5, 2023 – 8:30-9:30
[Register Here](#)



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

Additional Questions?

**Aggie Way
Engagement Program**
[Website](#)

Retirement
[Website](#)
[Contact Us](#)

Living Well
[Website](#)
[Contact Us](#)

**Organizational
Development**
[Website](#)
orgdev@tamu.edu



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