

2018 UVA Health System Engagement Survey



YOUR
VOICE
YOUR
UVA

TALENT DEVELOPMENT

We are ready to support you in creating a more healthy work environment.

> PURPOSEFUL CLASSES

We offer several classes on a variety of topics that directly correlate to the engagement survey.

Class/Engagement Crosswalk

Flip this sheet over to see a crosswalk between current class offerings and key engagement survey items.

Enroll

To learn more and enroll in a class, visit our website at leadershipexcellence.virginia.edu.

> COMMITTED CONSULTANTS

We also provide one-to-one coaching and consulting to assist you and your team in achieving the results you desire.

Consultations

Tier 3 with APR <70 should connect with the Talent Development Consultant assigned to their Service Line.

Request for Services

If you do not have an assigned Talent Development Consultant, complete our Request for Services form on our website at leadershipexcellence.virginia.edu.

> PROVEN RESULTS

Teams that partnered with Talent Development after the 2017 survey saw positive results.

1. Engagement scores increased nearly twice as much as teams without support.
2. Action Planning Readiness scores increased 20 times versus leaders without support.
3. Leaders who attended the classes on communication and decision making were significantly more likely to score higher in those areas this year.

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CLASSES BY MANAGER DOMAIN

	Bridging the Generation Gap	Building Accountability	Decision Making	Delegation Skills	Emotional Intelligence	Giving and Receiving Feedback	Healthy Dialogue	Leadership Essentials Program (6 weeks)	Making the Leap from Peer to Manager
The person I report to treats me with respect.					●		●	●	●
My ideas and suggestions are seriously considered.	●		●		●			●	
The person I report to cares about my job satisfaction.					●	●	●	●	
I am satisfied with the recognition I receive for doing a good job.						●		●	●
I am involved with decisions that affect my work.			●	●				●	
When appropriate, I can act on my own without asking for approval.		●	●	●				●	
The person I report to encourages teamwork.		●		●			●	●	
I respect the abilities of the person whom I report.		●	●			●	●	●	
The person I report to is a good communicator.	●					●	●	●	

CLASSES BY AREAS OF IMPROVEMENT

	Healthy Dialogue	Leading Change	Truth North: A Guide to Authentic Leadership	The Pursuit of Trust
This organization makes employees in my work unit want to go above and beyond.	●	●	●	●
This work unit works well together.	●	●	●	●
Communication between physicians, nurses, and other medical personnel is good in this organization.	●	●	●	●