Dear Colleagues,

When we launched the Engagement @ Harvard initiatives in July of last year, we shared our intention to raise awareness about the critical role engagement plays in our individual and collective satisfaction and success. Through the initiatives, we sought to provide educational experiences for employees, and more than 850 of you participated in these programs. We hoped to create a collective dialogue, and over 350 of you turned out to network with others at Career Connections across Harvard on June 11th, and 2500 joined the discussion on Twitter and LinkedIn. We planned to assist managers in building employee engagement on their teams and so we launched new management development programs that included over 250 managers this year, with sessions planned to reach over 750 additional managers next year.

Thank you to everyone who engaged with us this year! As we look ahead, we hope these resources will help continue to guide our direction as a community invested in engagement and invested in Engagement @ Harvard.

Engagement Toolkit for Employees
This toolkit includes activities for personal reflection, connection and direction as well as relevant articles, blog posts, videos, and online courses from some of the foremost experts on engagement. The toolkit includes discussion topics to engage others around four engagement topics: What Drives You?, Engaging Conversations, Embracing Change and Innovation, and Career Check-up. As you set your professional development goals for next year, consider using these resources and classes to help you.

Engagement Toolkit for Managers
This toolkit includes best practices from the Corporate Leadership Council along with supplemental information for managers to assist in creating sustained engagement both within teams and the broader organization. These downloadable resources help managers build employee engagement. Managers can also support their employees by sharing the listed, related courses and by bringing these concepts into their daily management practices.

Career and Professional Development
Career development is a process by which employees strategically explore, plan and design their future career paths. Employees are assisted in this process by information and resources provided by the University and by the feedback and guidance provided by their managers.

Harvard views continuous learning and opportunities for growth as a way to align the needs of the institution with the skills, interests and abilities of our workforce. One way to invest in professional development is through the courses offered by the Center for Workplace Development. These courses are designed for employees to develop and grow professionally and personally and they provide a way for learning practical skills for current roles and future areas of career interest.

Thank you for all you do to help build employee engagement at Harvard. We look forward to working with you to continue these efforts in FY16.

Sincerely,

Marilyn