Dear Colleagues,

The response to my previous email announcing the Engagement @ Harvard initiative was overwhelmingly positive. Enthusiasm for this work is contagious and I am excited about our collective work to better understand and promote engagement at Harvard. Many of you enrolled in the programs we are offering and as a result we have added new sessions because of the tremendous interest.

The topic for this month’s newsletter is Building Employee Engagement. These quarterly newsletters are designed to provide resources and prompts to both stimulate individual reflection and spark a community dialogue. With this newsletter, we are encouraging collective attention to questions such as: what engages us as a community and what role do we play in building an environment of engagement?

With the launch this summer of the new http://hr.harvard.edu/ website, we collected stories from some incredible Harvard employees who spoke about what engages them in their work and in Harvard at large. I encourage you to listen to or read their stories and reflect on your own answer to the question, “Why Harvard”? Some answers to this question include:

1. You are part of a vibrant community that advances Harvard’s world-changing mission in meaningful ways including advancing excellence in teaching and research.
2. You join a caring and connected community. You have the opportunity to work with incredible people -- among them, world-renowned researchers, thought leaders, innovators, and problem solvers.
3. You become a part of educational history working at the oldest institution of higher education in the United States. You are part of a dynamic story in which Harvard is shaping the current educational and global landscape.
4. You are able to advance your education. At Harvard, lifelong learning is encouraged. Take a course through our Center for Workplace Development, attend the Harvard Extension School, or learn from Harvard online.
5. You have access to unparalleled museums, libraries, and cultural opportunities. Get a culture fix at Harvard’s American Repertory Theater, our newly renovated Art Museums and on-campus musical events and lectures; explore nature’s beauty at the Arnold Arboretum.

Global consulting firm, BlessingWhite, tells us that employees, managers, and organizational leaders each have a role to play in employee engagement. Employees ask themselves, “What Drives You?” to develop action steps and engage others in conversations to foster their own engagement at work. Managers work at building employee engagement in their departments and with their teams particularly by developing their coaching skills. Organizational leaders build the case for engagement and create community, excitement, and significance for their employees.

We hope that the Engagement @ Harvard initiative contributes to each of these roles. To become involved please visit our webpage and join the conversation on Twitter and LinkedIn.

Sincerely,

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