



HR Source

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Elevating Cougs: Save the Date!

Elevating Cougs is a two-day conference experience offered by WSU HRS and Modernization. Over two days, three tracks, and 30-plus sessions, you can:

- Develop your day-to-day skills as a WSU employee
- Become a more confident leader

- Learn how your colleagues are successfully using Workday

When: October 19 and 20, 2023

Where: Fully remote and streamed free – accessible from everywhere you work.

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WORKDAY

Tune in next month!

BENEFITS

Retirement Planning

Mass salary increases are coming your way soon (4% for classified staff in July; 2.5% for AP and Faculty in October) - have you thought about how you plan to use that money? You could pay off debt, save for a

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General Wage Increase for Civil Service Employees

Civil service employees will receive a 4% general wage increase on July 1, 2023. The increase will be included on the July 25 pay check. The new civil service salary sched

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National Disability Independence Day

National Disability Independence Day is celebrated on July 26th each year, and highlights the importance of promoting and recognizing the rights and independence of individuals with disabilities.

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Nominate for Crimson Spirit!

[Find more info on the HRS website.](#)



Paydays

Monday, July 10
Tuesday, July 25



LEARNING OPPORTUNITIES

Upcoming Learning Opportunity: Effective Communications

When you aren't getting the results that will help you and your team to be as effective as possible, it is often due to a conversation that needs to be had that you haven't had.



Effective communications training will provide you with skills for communicating when the outcome is important, opinions and options vary, and the emotion of the situation makes the conversation difficult to have.

You will learn how to improve open dialogue and engagement in a way that will help you to talk with anyone about anything.

This three part series partners with available content, Crucial Conversations.

Addressing Disruptive and Bullying Behaviors

The recorded session of Addressing Disruptive and Bullying Behaviors, presented by Darrow Brown, Program Director for the Washington Employee Assistance Program is available on Percipio! This session covered the following:

- Identify disruptive and bullying behaviors.
- Place disruptive behaviors on a continuum of concerning behaviors.
- Learn about the impact of disruptive and bullying behaviors on physical and emotional safety.
- Identify approaches to addressing disruptive behaviors and promoting workplace safety and employee well-being.

[Access the recorded session here.](#)

WSU Staff Mentoring Program

Applications for the WSU Staff Mentoring Program are now being accepted for Fall 2023! This program is available to all WSU staff, system-wide with supervisory approval.

Benefits of the Mentor Program include:

- Personal and professional development;
- Networking opportunities;
- Improved job performance, and;
- Increased self-confidence

To apply and learn more about the program, visit the [WSU Staff Mentoring Program page](#). **Apply by August 15, 2023** to be considered for the program.

Skillsosft Percipio Upcoming Learning Opportunities

National Disability Independence Day

National Disability Independence Day is a significant observance that is celebrated on July 26th each year, and which highlights the importance of promoting and recognizing the rights and independence of individuals with disabilities.

This day serves as a reminder of the ongoing struggle for accessibility, inclusion, and empowerment for individuals with disabilities. It emphasizes the need for accessible infrastructure, inclusive policies, and societal attitudes that enable people with disabilities to participate fully in all aspects of life.

WATCH: [Embracing the Power of Diversity and Inclusion featuring Special Olympics](#)

READ: [Perfectly Able: How to Attract and Hire People with Disabilities](#)

LISTEN: [The Inclusion Dividend: Why Investing in Diversity & Inclusion Pays Off](#)



Developing Your Team: Skillsoft Leadership Series

In the dynamic and ever-evolving landscape of today's organizations, the significance of developing your team cannot be overstated and fostering the growth and potential of your team members becomes an essential cornerstone for achieving long-term success.

A well-developed team not only possesses the skills and knowledge required to excel in their individual roles but also thrives in collaboration, communication, and adaptability.

Here are some strategies you can employ to effectively help your team develop:

- **Clear Communication:** Establish open lines of communication to understand the needs, goals, and aspirations of your team members.
- **Set Clear Expectations:** Clearly articulating your expectations regarding performance, behavior, and growth enables your team members to have a clear roadmap for their development.
- **Recognize and Reward:** You should acknowledge and appreciate the efforts and achievements of their team members. Recognizing milestones, successes, and growth not only motivates individuals but also reinforces a culture of development and continuous improvement.
- **Lead by Example:** Serve as role models for your team by actively participating in your own development and showcase a commitment to learning and growth.

WATCH: [Developing a Successful Team](#)

READ: [The Mentor Leader: Secrets to Building People and Teams That Win Consistently](#)

LISTEN: [Managers as Mentors: Building Partnerships for Learning](#)

Leadercamps

Leadercamps are led by thought leaders and Skillsoft Coaches and cover a wide variety of leadership and business subject areas, such as Diversity, Equity, and Inclusion, Successful Digital Transformation, Productivity & Wellness, and more. They are generally 60 minutes in length starting with a five-minute introduction, followed by a 40 to 45-minute interactive presentation, and closing with 10 to 15 minutes of question and answer.

Making Effective Decisions in Teams with Lindy Greer: July 19, 2023, 12:00 – 1:00 PM EST

During this Leadercamp, Dr. Lindy Greer, an award-winning professor at Michigan Ross, will guide attendees in gaining a comprehensive understanding of how you can help your team make effective decisions that elevate the performance of your team and the organization as a whole.

- Design a team set up to make optimal decisions
- Gain tools to manage team discussions to get full information on the table, including equalizing participation and managing constructive debate
- Identify how to make effective final team

decisions by managing influence dynamics and creating clarity on decision ownership

Building Innovating Teams with Deborah Ancona: July 12, 2023, 12:00 – 1:00 PM EST

In this Leadercamp, Founder of the MIT Leadership Center at the MIT Sloan School of Management Deborah Ancona highlights the critical importance of managing outside, as well as inside, the team's boundary. Based on the book she coauthored with Henrik Bresman, *X-Teams: How to Build Teams That Lead, Innovate, and Succeed*, Ancona explains the practice of distributed leadership—leadership not just at the top but at all levels of the firm—and how to set up x-teams and make them work.

- Identify key challenges and opportunities in this turbulent world
- Understand core leadership roles in distributed nimble organizations
- Learn the key characteristics of x-teams

How to Thrive in Adversity with Jo Owen: July 11, 2023, 12:00-1:00 PM EST

In this Leadercamp, award-winning leadership author Jo Owen will show that low motivation and disengagement is not just a personal challenge: it is a global problem. Feeling good is essential if you want to perform well. This Leadercamp will help you raise your game—and your motivation.



- Identify and start to create the four conditions which will enable you and your team to thrive
- Learn a series of mental techniques to help you think and act positively even in adverse situations
- Recognize and manage classic habits of mind which can derail us all from time to time

Please [contact the Learning & Organizational Development Team](#) for a copy of the leadercamp guides.

*Content Credit: Ariana McDonnell,
Learning & Organizational Development Analyst*

Elevating Cougs

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Who is the conference for? All WSU employees who want to develop their professional skills, become more confident leaders, and learn how their colleagues are successfully using Workday to improve their processes and decision making.

Visit the [Elevating Cougs page](#) for more information about the conference, and to add a calendar event to your Outlook calendar. ■

General Wage Increase

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ules will be available on the [HRS website](#) July 1, 2023.



Employees in bargaining units are to see the appropriate [Collective Bargaining Agreement and MOUs webpages](#) for information.

Student and Work-Study rates will increase July 1, 2023, to reflect the 4% increase. Visit the HRS website for more [information regarding the general salary increase](#) including Q&A. ■



BENEFITS

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vacation, or contribute to a voluntary retirement plan to set aside additional funds for the future. All WSU employees have access to two voluntary plans, with flexible contributions ranging from \$15 per pay period up to \$22,500-30,000 per plan in 2023. To learn more or enroll, visit [Voluntary Retirement Plans](#).

Are you a PERS, TRS, LEOFF or DCP participant? Do you know that the Department of Retirement Systems, the administrator of these plans, offers a variety of webinars you can attend live or on demand? Topics include plan overviews, withdrawal and retirement options, Medicare and Social Security ba-

sics, and planning for retirement beyond just the money (not an all-inclusive list). Visit [DRS Webinars](#) to learn more!

Thinking about retiring, but not sure where to start? Feel overwhelmed looking at health plans and Medicare Plans? HRS Benefits hosts Pre-Retirement sessions monthly to help answer your questions and demystify the process.

During the session HRS Benefits will cover topics such as retirement notice, retiree insurance, Medicare, and tax-deferral options to name a few topics. HRS Benefits offers separate sessions for Department of Retirement Systems (DRS) and WSURP plan members. These sessions are informal and geared towards answering questions to help you understand the steps and timelines when you are ready to retire.



Pre-registration is not required, see the [HRS Benefits website for Zoom information](#).

Upcoming sessions:

- WSURP members: July 19, 8:30-10 AM
- DRS members: August 22, 2:30-4 PM

Content Credit: Maria Royall, Benefits & Wellness Analyst ■

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