Talent Management

WE ARE READY TO SUPPORT YOU IN CREATING A HEALTHIER WORK ENVIRONMENT

Talent Management offers several courses, programs, and microLearning modules on a variety of topics that directly correlate to the Manager Domain survey items.

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Offerings by Manager Domain

	Emotional Intelligence*	Developing Others	Team Building*	Values & Trust*	Crucial Conversations Program	Dare to Lead Training Program	Leadership Essentials Program
The person I report to treats me with respect.	✓	✓	✓	✓	✓	✓	✓

Top 5 Actions Managers Can Take to Build Respect On Teams

1. **Ask people you trust if you are respectful.** Ask trusted people in your personal life whether they feel you treat them with respect. Ask for specific examples that illustrate how you have shown/not shown respect to them or others. Take appropriate actions to improve behaviors perceived as disrespectful.
2. **Ask the team to define/measure respectful behavior.** Solicit immediate feedback from a colleague or your direct report(s) to improve behaviors that demonstrate respect. For example, once you've learned that you commonly interrupt others during staff meetings (which signifies disrespect), ask someone to keep track of how many times you interrupt others and to provide you with feedback immediately after the meeting about how many times you interrupted others and what could have been said (or not said) instead.
3. **Employ active listening when others are speaking.** Employ active listening techniques when others are speaking. For example, put down whatever else you are working on, make eye contact, and paraphrase afterwards to show you are listening.
4. **Treat all employees fairly and equally.** Treat all employees fairly and equally. Avoid the perception of "playing favorites" or always asking the same individuals for input.
5. **Clarify the type of input you are seeking.** If employees are asked for input prior to decisions, clarify the type of input you are seeking and how their input will be incorporated into the decision.

ONE TEAM
United on Our Vision

BE HEARD. YOUR VOICE MATTERS.

* Indicates that a MicroLearning module is also available on this topic as a way to introduce you to the topic and/or share with your team