Greetings,

Happy New Year! Your partnership and dedication have been instrumental in setting a strong foundation, and I am confident that together, we will make 2025 a year of growth, achievement, and success.

Through my conversations and discussions with staff and staff leaders, I have identified key initial learning needs that I'd like to validate with you. This is part of our early strategy and planning efforts as we work toward a more comprehensive approach. Our ultimate goal is to implement a robust strategy that drives optimal performance, incorporates measurable outcomes, and aligns with broader People Culture and Belonging initiatives. As you review this plan, we invite you to validate these findings and share your feedback to help shape our approach.

I look forward to hearing your thoughts and suggestions on the key learning needs outlined below. Please let me know if this aligns with your needs or if there are additional areas you think we should address. I encourage you to respond and share your thoughts, and please feel free to reach out with any questions or for clarification.

Let's review some key findings.

Key Areas for ALL Staff:
To foster a well-rounded and engaged workforce, we're focusing on these foundational areas of development for all staff. Each topic is designed to enhance both individual and organizational success by building essential knowledge, improving interpersonal skills, and promoting a culture of continuous growth. We realize there are many areas and topics we need to address but to start we will focus on the areas listed.

Suggested topics for all staff include:
- **Comprehensive Compliance and Employment Law**
  Ensures staff understand legal frameworks and university policies, promoting a safe and informed environment.
- **Effective Communication**
  Strengthens written, verbal, and interpersonal abilities to improve collaboration and conflict resolution.
- **Growth Mindset**
  Encourages staff to approach challenges as opportunities and learn continuously.
- **Emotional Intelligence**
  Builds self-awareness, empathy, and the capacity for constructive engagement within teams.

Individual Contributors and Frontline Staff:
Our individual contributors and frontline staff need essential professional development skills to help them optimize their performance and set them on a path toward professional

growth. These topics will not only aim to build confidence but also create a more capable and engaged workforce.

 Suggested topics for individual contributors and frontline include:

- **Problem-Solving and Critical Thinking**
  Equips staff with analytical skills to tackle complex issues and propose innovative solutions.
- **Continuous Improvement and Innovation**
  Fosters a culture of proactive refinement, operational efficiency, and ongoing creativity.
- **Tech-Enabled Workplace Skills**
  Enables staff to adapt to new technologies and digital collaboration tools, critical for modern workflows.

People Leaders:

For our managers we need to focus on foundational skills that foster thriving teams and drive overall performance.

Suggested topics for managers include:

- **Strengthening Team Cohesion:** Cultivates unity, trust, and shared goals within teams.
- **Leading with Vision:** Guides teams through a clear sense of purpose and direction.
- **Motivating and Inspiring Teams:** Creates an inclusive environment that fosters engagement and productivity.

For Directors we need to expand their skills to drive strategy and lead into the future.

Suggested topics for directors and executive directors include:

- **Strategic Planning and Innovation:** Maps out long-term strategies and identifies new growth opportunities.
- **Cross-Functional Collaboration:** Breaks down silos to enhance institution-wide synergy.
- **Change Management:** Leads staff through shifts in structure, process, or strategy while maintaining morale and momentum.

What is next?

Please share our upcoming opportunities with your team and coworkers. Our initial opportunities help address immediate staff needs while also serving as a foundation as we work toward developing a more comprehensive strategy.

- **Curated course libraries in Oracle Learning** offer on-demand access to key topics like leadership, management, and technical skills, providing resources to help all staff grow and thrive.
- **Tech Tuesday and Thrive Thursday sessions**, launching bi-weekly, will deliver practical knowledge and soft skills to support continuous learning.
- **The Vanderbilt Path Courses** provide a structured, staggered approach to professional development through web-based learning on essential growth topics.
- **SharePoint Learning Hub** provides centralized access to learning resources and updates, helping staff stay informed and engaged.
- Additionally, **cohort-based pilot programs** will focus on targeted skill-building and networking, with plans to expand into a robust leadership program later this year.

These areas of focus aim to empower all staff with the tools to reach their full potential, foster a positive work environment, and drive Vanderbilt's success.

Alignment with Our Structure:
The needs I've outlined also tie into our skills-based job architecture and can seamlessly fold into this framework. This will result in a clear, coherent path for learning and development across various roles.

Upcoming Learning Opportunities:
While this is just the beginning, we're committed to delivering impactful, ongoing professional development.

Starting February 4, we will launch:
Tech Tuesday and Thrive Thursday: Bi-Weekly sessions designed to build foundational knowledge and foster key professional and personal growth skills. Sign-up now, for our February sessions.

Date & Time	Session Title	Session Description	Registration Link
2/4/25 at 12 pm CST	Tech Tuesday -Kudos: The Staff Appreciation Platform	Join us for this session to explore essential tools and tips for using Kudos, the staff appreciation platform. Learn how to recognize and celebrate your colleagues' contributions and foster a culture of positivity and collaboration across the organization.	**Click here**
2/6/25 at 12 pm CST	Thrive Thursday - The Growth Mindset: How to Embrace Challenges	This Thrive Thursday course focused on developing the mental framework needed to see challenges as opportunities for growth.	**Click here**
2/18/25 at 12 pm CST	Tech Tuesday - Grow Your Skills: Oracle Learning Essentials	Grow Your Skills: Oracle Learning Essentials is a foundational session aimed at helping learners navigate the features of Oracle Learn.	**Click here**
2/20/25 at 12 pm CST	Thrive Thursday - Building Stronger Relationships Through Active Listening	Participants will learn techniques to listen attentively, understand others' perspectives, and respond effectively, fostering deeper connections both personally and professionally.	**Click here**

Launching February 17th:
Vanderbilt Path Collection: All staff will be notified via Oracle Learning of the courses

they are enrolled in. The first course in the Vanderbilt Path series will launch on February 17, with additional courses to follow throughout the year.

Version 1.0 February 17th:
SharePoint Learning Hub: A centralized space where staff can access learning resources and stay informed about new offerings. We will provide a link to our page once live.

Thank you once again for your partnership. I value your feedback and would love to hear your thoughts on the proposed plan outlined in this email. Please don't hesitate to reach out with any questions or ideas for how we can better collaborate to meet your professional development needs. Together, we can create impactful programs that empower our workforce and drive success across Vanderbilt.

Best regards,
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