SUNY WESTCHESTER COMMUNITY COLLEGE

WE are the AGILE PEOPLE

► Assessing
► Growth
► Innovation
► Leadership
► Execution

QUOTE for GROWTH

"The effective organization is replete with leaders who understand life is not about power, position, accomplishment, but serving others and developing other leaders."
Former Master Chief

Why Process Mapping?

Process mapping can help with the organizing process. It's a visual representation of the workflow, similar to a work breakdown structure, and it can be useful for helping you identify issues and areas of improvement.

Process mapping can be an advantage when you're doing team brainstorms, making decisions, or planning projects. Process maps also come in handy for process documentation, new hire training, and process improvement.

To make project planning and communication more efficient for your team, find out how process mapping works (with examples), the benefits of process mapping, and how to create a process map.

https://asana.com/resources/process-mapping

Dear Colleagues:
We've now been armed with enough basic reframing and organizational theory tools to take stock of the organizational change "needs and opportunities" that exist here at WCC. Hopefully you've already been reflective and applied what you've gained from your readings, assignments, and collegial discussions to your current work environment and those with whom you interact. This month's learning strategies will provide you an additional opportunity to apply your growing knowledge of organizational change by immersing you in the "jigsaw", all the assignments will fit together this academic year.

If at any time you need assistance, feel free to contact me.
Have a great semester,

Aurora Workman, Director
The Office of Human Resources

SUNY WESTCHESTER VIKINGS

We are Viking Strong

Professional Development Article: Leadership

Click on the link below

Leadership Effectiveness: How to be a Better Leader

https://www.gallup.com/cliftonstrengths/en/356072/how-to-be-better-leader.aspx?msclkid=5f6c538f53b9172bca0e317a77768bf3&utm_source=bing&utm_medium=cpc&utm_campaign=NEW%20-%20CliftonStrengths%20-%20NB&utm_term=Leadership%20strengths&utm_content=Leadership#ite-356360

Hi Everyone, The College has a membership with the College and University Professional Association for Human Resources (CUPA). CUPA-HR is higher ed HR. They serve higher education by providing the knowledge, resources, advocacy, and connections to achieve organizational and workforce excellence. It is one of my favorite professional resources! If you would like access, please email me and I will add you to the roster. Its much more than HR! Contact: AW34@sunywcc.edu

TrakStar - Goals ⭐ ⭐ ⭐

**AGILE PEOPLE PERFORMANCE MANAGEMENT
TRAKSTAR UPDATE
2022-2023**

Reminder: The charge for each Non-Rep Manager (NRM) is to develop 3 goals:
1. One goal tied to addressing enrollment challenges
   a. Think of how your job enhances the student experience leading to higher enrollment
2. One goal to identify and document 2 to 3 key processes you perform to begin a repository of Knowledge Management for SUNY Westchester
   a. Use this occasion to consider any process improvements that might be useful
   b. We discussed using some of the SUNY funds for a consultant who could assist with this work, especially related to enrollment
3. One goal that is a professional behavior or competency to improve employee performance