UNIVERSITY OF MINNESOTA
Driven to Discover℠

Employee Development at the City of North St. Paul

Scope

Charged with recommending employee engagement initiatives to improve employee experience and boost productivity

Method

- Focus Groups
  - Employees
  - Leadership
- Determined 5 focus areas of employee engagement
  - Developed list of needs to address employee concerns
  - Collaborated as a class to develop recommendations
- Presented several options for implementation

Recommendations

Individual Development
- Job Descriptions
- Individual Development Plans

Performance Management
- Goal Setting
- Performance Evaluation
- Rewards & Recognition

Onboarding
- Information and Resources
- Socialization

Change Management
- Communication Plan
- Create Transformative Vision

Employee Engagement

Wellness
- Wellness Program (Tied to Current Health Benefits)
- Work Life Balance

Resilient Communities Project

This project was completed as part of HRIR 8034 – Employee Development: Creating a Competitive Advantage, a course at the University of Minnesota, with support from the Resilient Communities Project (RCP). RCP is an initiative of the Sustainability Faculty Network at the University of Minnesota, with funding and administrative support provided by the Center for Urban and Regional Affairs (CURA) and the Institute on the Environment (IonE). To learn more, visit rcp.umn.edu

- Instructor: Stacy Doepner-Hove
- All students in the class participated on the project
- Poster Creation: Rachel Mudd and Dan Blackburn
- For complete list of participants or further information, please contact Instructor.

Image Credits:
Change Button retrievied from www.businesscoachingbrain.com/change-management
Pulling arrow retrieved from http://materialminds.com/research/employee-engagement
Hand with weight retrieved from http://leadershipsystemsonline.com/the-price-of-not-developing-employees
Bamboo and rocks retrieved from http://www.mysoulspurpose.com/services
Hands retrieved from http://blog.methodisthealthsystem.org/category/patient-car