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

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.

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