



Solving the Retention Puzzle

Tuesday, January 31st, 2023 | 1 p.m. ET

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CUPA-HR Webinar

Presenters



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Learning Outcomes



- Learn about Tulane's five key initiatives and how they support retention of employees
- Consider incorporating aspects of Tulane's programs at your institution to help with retention efforts
- Learn about the benefits of using conflict resolution in the workplace
- Learn about the services offered through Tulane's conflict resolution program
- Learn how restorative practices can benefit your organization and its people

Five Key Initiatives at Tulane University

1

Flexible
Work
Initiative

2

Conflict
Resolution
Program

3

Manager
Development
Program

4

Restorative
Practices
Program

5

Professional
Development
Day

Flexible Work: Poll Questions

Does your institution offer a remote work option for staff?

- Yes
- No

Do you plan to continue offering this option?

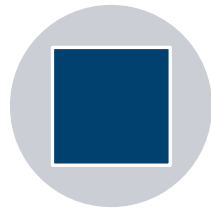
- Yes
- No

Flexible Work Program



Initiative:

Update our Flexible Work Arrangements policy to include a Hybrid Remote work option



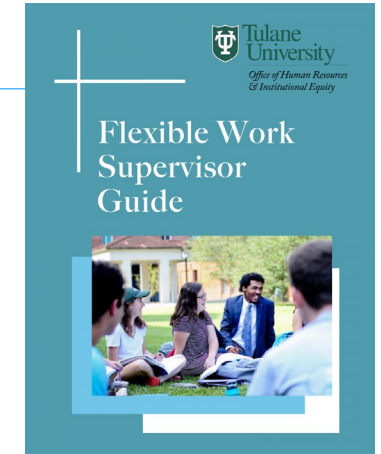
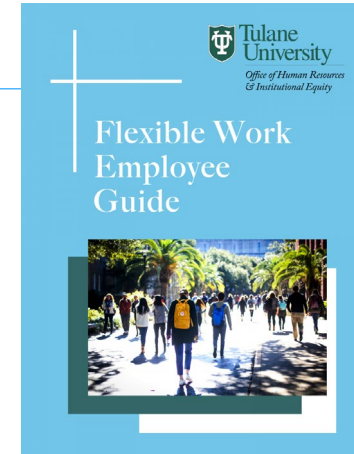
Summary:



Feedback:



Next Steps:



Flextime	Flextime is an alternative work schedule that gives employees greater flexibility in choosing their work hours or the opportunity to change their work schedules from one week to the next depending on personal needs.
Compressed Workweek	A Compressed Workweek is an alternative work schedule that allows employees to work an increased number of hours each day in order to shorten the number of days worked during the workweek.
Fully Remote	Remote work is an alternative work option where an employee's official work location is off-site.
Hybrid Remote	Hybrid remote is where the employee has a defined schedule in which work is carried out some days of the week or month on campus in a designated space and some days in an official remote location. The maximum number of hybrid remote workdays shall not exceed two days for each work week.

Conflict Resolution: Poll Questions

Does your institution offer an informal option for resolving conflict?

- Yes
- No

Are you interested in creating a conflict resolution program at your institution?

- Yes
- No

The New Wave: Conflict Resolution

Initiative:

Launch a new Conflict Resolution Program (2019)

Summary:

Feedback:

Next Steps:



WE CAN WORK IT OUT:
Conflict Management Live Session
MANAGER DEVELOPMENT PROGRAM
Tuesday, Jan 17—Register Now!

Conflict Resolution: Chat Question

What is Conflict?

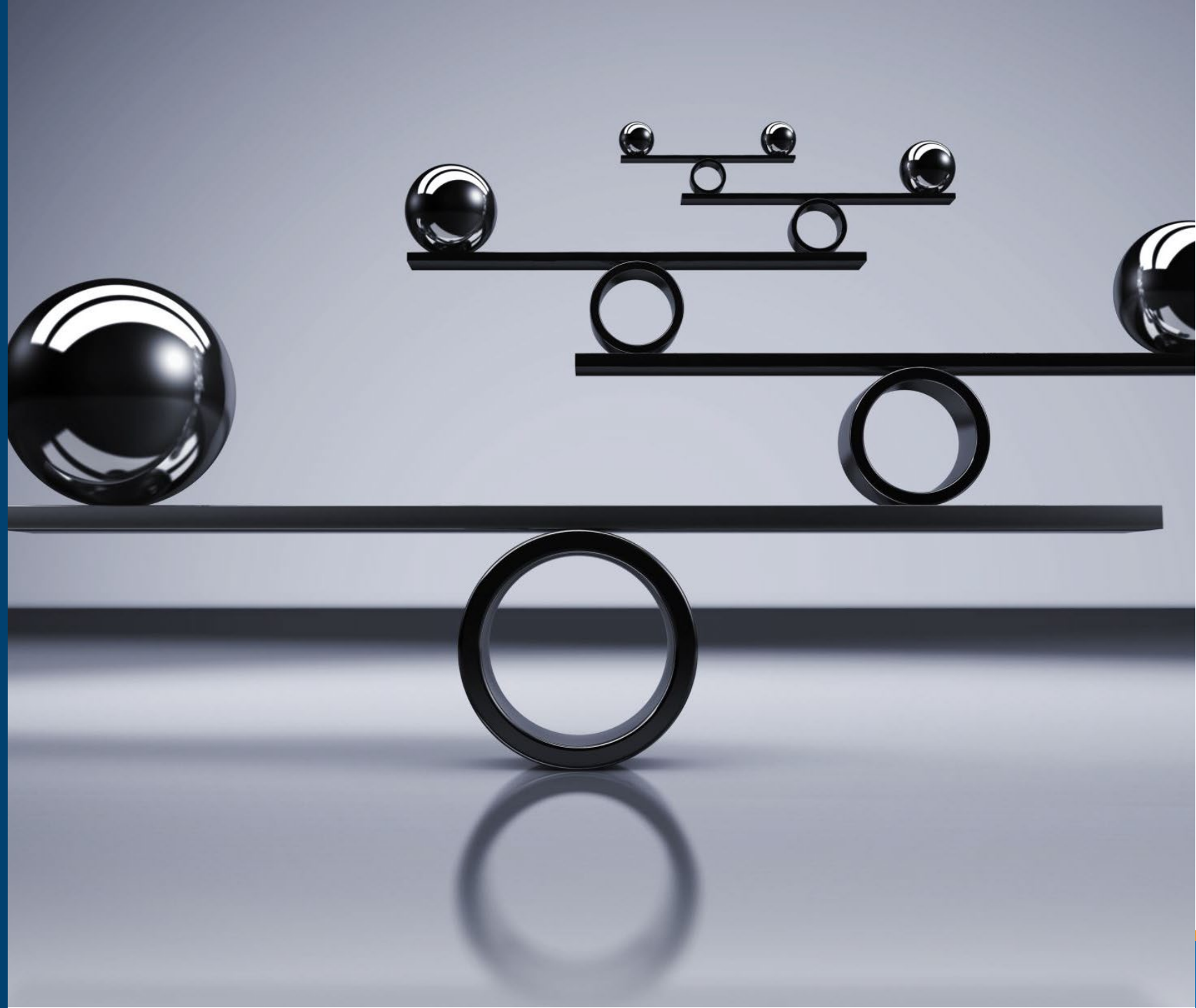
Conflict Resolution: Poll Question

Is conflict ever good?

- Yes
- No

BENEFITS

- Early-stage intervention
- Improved performance and productivity
- Increased morale
- Confidential
- Clarification and simplification of issues
- 85%-95% employees report satisfaction





The Pillars of Conflict Resolution

SERVICES



FAQ

What we offer:

What we do not
offer:

When should you
use the Conflict
Resolution
Program?

Manager Development Program

Initiative:



Launch a new Manager Development Program (MDP)
(September 2022)



Summary:



Feedback:



Next Steps:



Restorative Practices Program

Find new ways to resolve conflicts that nurture healthy relationships



Enhance how we communicate with one another to strengthen community

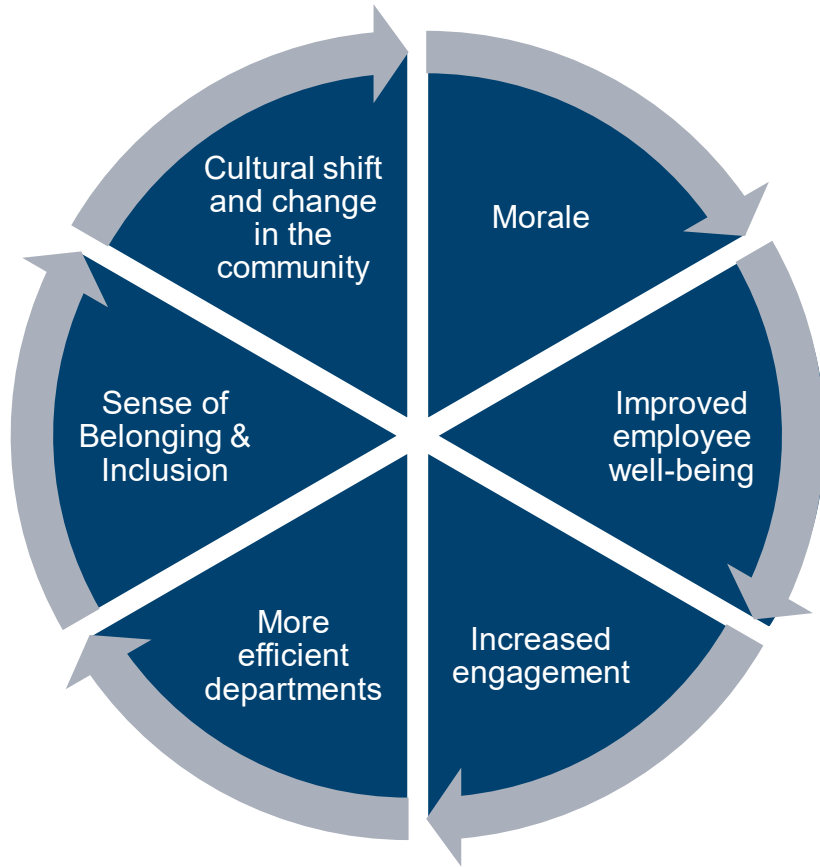


Learn how to work together to build a culture focused on addressing & preventing harm



BENEFITS TO EMPLOYEES

BENEFITS TO TULANE



Better retention of employees

Fosters a positive workplace culture
and team relationships

Positively influences the bottom line

Decline in complaints and lawsuits

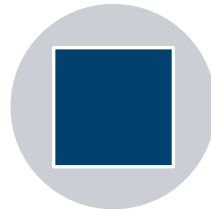
PROFESSIONAL DEVELOPMENT DAY

PROFESSIONAL DEVELOPMENT DAY
MARCH 25, 2022 **LINEUP** VIRTUAL LEARNING EVENT

RESILIENCY | EQUITY, DIVERSITY, & INCLUSION | BURNOUT |
NETWORKING 101 | RESEARCH AT TULANE | CAREER JOURNEYS |
LINKEDIN LEARNING | EXCEL | EFFECTIVE COMMUNICATION | CHANGE
MANAGEMENT | COACHING FOR PERFORMANCE | YOGA | BOX |
MANAGER EXPERIENCES | UNIVERSAL DESIGN LEARNING | MICROSOFT
365 | BUDGETING AT TULANE | CYBERSECURITY



Initiative: Annual event to promote professional development opportunities and awareness of tools & resources available to support growth.



Summary:



Feedback:



Next Steps:

FUTURE PLANNING



Tulane Coaching Program



Recognition Programs



EDI Competency Education & Culture Building



Career Planning Tools & Resources



WITH GRATITUDE
Essential Employees Event

Takeaways

- Flexible work options are key to engaging and retaining your employees.
- You cannot retain your best employees if you are not supporting the development of your managers.
- Conflict can be a tool for positive change when employees use effective communication skills.
- Restorative practices can help maintain a congenial work environment.

Have a Question?



Submit questions to our presenters
using the Chat.



Thank You

Please complete your event evaluation

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