

COMPLEXITY & LEADERSHIP: AN INTERVIEW WITH DR. MARY UHL-BIEN



UNLOCK YOUR POTENTIAL FOR YOUR CHANCE TO WIN!



TCU 2023 EMPLOYEE ENGAGEMENT SURVEY RESULTS PROVIDE USEFUL ROADMAP



HUMAN RESOURCES

Culture Building through Values & Team Alignment

University departments with "enterprise" or organization-wide scope can have a profound impact on workplace culture and employee success across TCU. By empowering teams and aligning the business purpose and practices of each department with TCU's larger purpose and values, campus-wide interactions are better for everyone. All employees play a role in building effective departments to influence the overall functionality of the workplace. This, in turn:

- Shapes students' education, skills & career prospects
- Contributes to research and innovation
- Provides mentorship and networking opportunities
- Fosters a contagiously positive organizational culture

Well-functioning departments create environments where employees feel confident sharing ideas, are encouraged to work through conflict and strive to collaborate inside and outside the department. In other words, they demonstrate similar characteristics as healthy individuals. While every department may have its own unique values and norms, the potential is present to influence positive (or unfortunately, negative) impact through interactions with faculty, staff, and students.

Take a minute to think about how colleagues and partners across campus might perceive other departments. To help, the diagrams below show how some departments collaborate, innovate and align with TCU's mission.

CLICK THE ICEBERGS TO GO BENEATH THE SURFACE



TALK ABOUT IT

Reflect as a leader and commit 15-minutes at your next team meeting to discuss these questions:

1. How does our department directly/indirectly shape organizational culture at TCU?
2. How well does our team navigate complex situations?
3. What strategies can be used to better navigate complexity?

Questions? Reach out to us: hrtraining@tcu.edu