

# Organizational Excellence

*Fresno State is committed to developing our employees by providing training and development opportunities that will help participants **LEARN** best practices, **IMPROVE** processes, **SHARE** best practices and **CELEBRATE** accomplishments*



## Supporting Learning and Development

In 2016/17 we offered nearly 400 workshops to for faculty, staff, managers and department chairs.

Track	# of Workshops	# of Attendees
Navigating Fresno State	172	1861
Developing A Healthy U	46	118
Lunch & Learn	8	44
Enhancing Your Technical Skills	123	1409
Leadership Skills for Managers & Department Chairs	13	140



## STAR Day – May 25, 2017 “Not All Heroes Wear Capes”

Join us in celebrating our **SUPER** staff at this year’s STAR (Staff Training And Recognition) Day!

Workshops will center around the theme, Everyone is encouraged to dress as their favorite superhero – either individually or as a department!  
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## Creativity and Innovation for Effectiveness: CAIFE 2.0

CAIFE is a unique organizational development program that engages faculty, staff and administrators in the process of institutional transformation. CAIFE strengthens the culture of creativity and innovation at Fresno State



9 CAIFE teams (73 participants representing faculty, staff and students) have worked throughout 2016/17 to implement the Bold Ideas.

Participants receive training in :

- Continuous Improvement
- Innovation
- Change Management

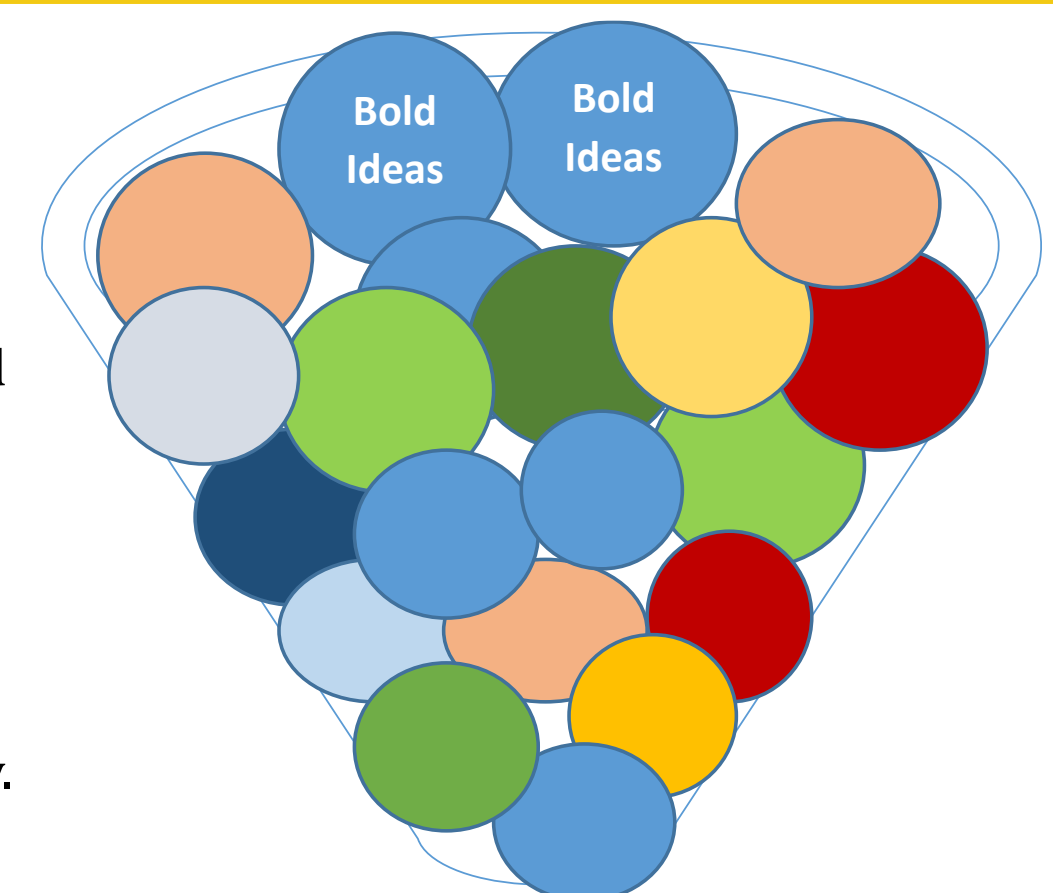


## Organizational Development: Enhancing Work Group interactions

Organizational Excellence helps with team building, focus groups, retreat planning and facilitation, custom workshops and much more.

## Bold Ideas Challenge

- **146 Bold Ideas** submitted
- **70 faculty and staff members** (CAIFE alumni) reviewed and ranked ideas, and provided feedback to Cabinet.
- **5 ideas** were selected as winners
- 9 ideas were passed to CAIFE teams for implementation
- **98 ideas** were sent to departments/schools/colleges for review.
- **20 ideas** are currently in progress; **21 ideas** were not feasible.



## President’s Showcase of Excellence

This year marks the 3<sup>rd</sup> annual President’s Showcase of Excellence and the first year it is open to the community. Nearly 100 posters sharing stories of innovation, excellence, and achievement from across Fresno State’s campus are featured at this year’s Showcase.

Join us for the President’s *Toast to Excellence* at 10 am.



## Faculty and Staff Mentor Program

22 faculty and staff were paired with seasoned campus leaders as part of Fresno State’s first joined faculty-staff mentor cohort. This program is co-sponsored with Faculty Affairs and the Mentor Institute. Applications for 2017/18 will be available this summer.

## Change Management & Continuous Improvement

Our team has supported numerous continuous improvement projects to reduce administrative burden, improve efficiencies and support change and transition.

