

START STRONG

Strength-Based Talent Management in the College of Business Administration

What is CBA's Start Strong initiative?

CBA's Start Strong focuses on fostering a workplace culture of excellence, professionalism and respect. This initiative encourages and utilizes the strengths of each employee to maximize job satisfaction, connectedness to coworkers, and career goals for the success of the individual and the college. Start Strong contributes to the vibrancy of the college by promoting the growth, engagement and advancement of its staff.



Start Strong integrates the employee life cycle, with Strengths at the center

Start Strong Builds on Strengths

- Grounded in Gallup International's Strengths-based development philosophy
- Guides individual staff in identifying strengths
- Helps staff to develop an appreciation and awareness of their strengths
- Facilitates identification of team strengths and how they impact the group
- Leads individuals and teams in aligning their and strengths and goals with those of the College

Start Strong Integrates the Employee Life Cycle

- Enhances the attention given to employees, focusing on how their strengths can be identified and applied throughout their relationship to the organization – from pre-hire to retire
- Focuses on the manager in a coaching and supportive role for the life cycle of an employee
- Provides a systematic and integrated framework for selecting and managing human resources – our most important resource – just as we invest in managing our financial resources

Impact and Benefits of Start Strong in CBA

- Staff are at the center of the process
- Provides enhanced and systematic promotion, career planning, and staff and leadership development in the College
- Improves staff performance management, making it more effective and satisfying. It will focus on the *development* rather than *evaluation* of individual employees, and the cultivation and integration of team talent, using Gallup StrengthsFinder to maximize success
- Aims to integrate HR processes to support employees while sharing data with existing University systems such as SAP and PeopleAdmin
- Emphasizes selecting the right talent using behavioral-based interviewing
- Helps individuals and teams align their goals with the goals of CBA
- Develops a strengths-based culture within CBA

Start Strong Committees

We asked for participation from staff across the college to implement various aspects of the Start Strong initiative. Thanks to the following individuals for serving on CBA's Start Strong Committees.

Communications

Determine how best to promote, discuss, engage, gather input and raise awareness about Start Strong

Becky Barnard
Caitlyn Gardner
Jill Havlat
Krista Hoover (HR Rep)
Kim Smith (Chair)
Alicia Steggs

Performance Assessment

Develop an effective strengths-based performance management process for CBA staff

Amanda Colborn
Natasha Crawford
Deb Eisloeffel (HR Rep)
David Hartline
Wendy Hunt (Chair)
Sheri Irwin
Melissa Lewis

StrengthsFinder

Develop programming and integrated activities to cultivate a strengths-based culture across CBA

Rachel Larson
Melissa Meyer
Laura Niles
Katie Sewell (Chair)
Sara Weixelman (HR Rep)

Reporting and Metrics

Collect, analyze and report on data to support Start Strong implementation.

Jeremy Caldwell
Deb Eisloeffel (HR Rep)
Tyrell Ross (Chair)
Jennifer Snyder
Ashley Wegener

Job Profiling

Review and update CBA position descriptions, accommodating unit, supervisor, and jobholders' needs

CBA HR team, staff and supervisors as needed

Project Implementation

Overall Responsibility for Start Strong management and implementation.

Rik Barrera
Deb Eisloeffel
Sara Weixelman
Krista Hoover

Additional committees to support Training, Learning & Growth, etc., may be appointed as the initiative progresses.