

Advancing a Bias-Free and Inclusive Culture: Engaging Staff Meaningfully

Meaningful engagement of staff is **critical** as it is directly linked to **productivity, performance and retention** ([Deloitte](#), 2016).

Professional Development Activities

Professional development activities are crucial for staff as they enhance skills, contribute to career growth, and keep employees engaged and motivated. For instance, attending conferences provides exposure to the latest trends and fosters networking.

Recognition of work

As a leader, ask your staff how they prefer recognition and be sure to acknowledge them accordingly. This personalized approach fosters a positive work environment and strengthens team morale.

Collaboration

Collaboration is essential for staff as it promotes the sharing of diverse ideas and expertise, leading to innovative problem-solving and increased productivity. It also fosters a sense of teamwork, creating a more positive and interconnected workplace.

Team Building

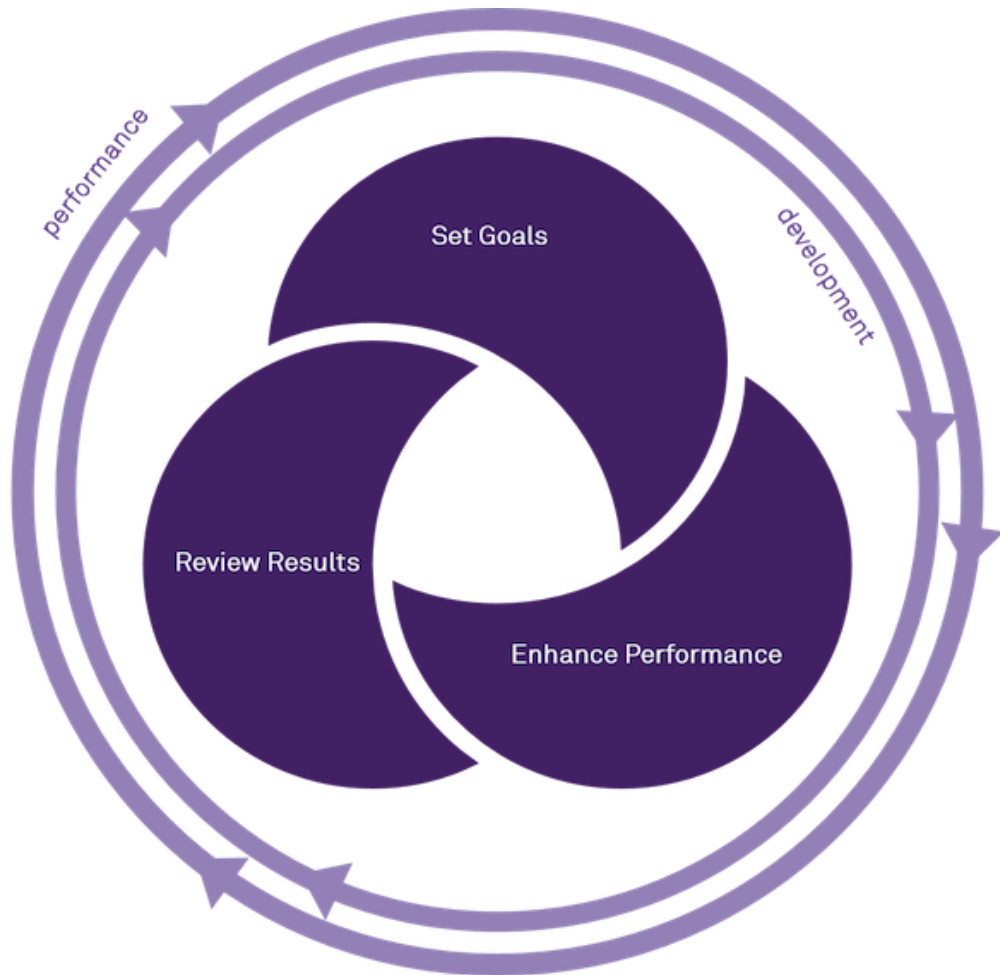
Team building is crucial for staff as it fosters collaboration, communication, and a sense of unity, leading to a more cohesive and effective workplace. It also enhances employee morale and engagement by creating a positive and supportive work environment.

Networking Opportunities

Networking boosts engagement by providing tools and connections for continuous learning, career growth, and a sense of belonging.



NU Performance Excellence



- Performance Excellence is a year-round experience driven by staff members and supervisors.
- It aims to support individual performance and development while strengthening teams, departments, and the University.
- Activities include goal-setting, check-ins, and performance reviews structured across three phases.
- The process involves both offline conversations and online tracking and recording.

Recommended Resources

Internal Resources

- Learn more about [NU's Performance Excellence](#)

External Resources

- [How to build an inclusive workplace](#) (2021) by McKinsey & Company
- [LinkedIn Learning Staff Engagment Resources](#)
- [What is Employee Engagement and How do you improve it?](#) by Gallup

