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.

<table>
<thead>
<tr>
<th>Track</th>
<th># of Workshops</th>
<th># of Attendees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Navigating Fresno State</td>
<td>172</td>
<td>1861</td>
</tr>
<tr>
<td>Developing A Healthy U</td>
<td>46</td>
<td>118</td>
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<tr>
<td>Lunch &amp; Learn</td>
<td>8</td>
<td>44</td>
</tr>
<tr>
<td>Enhancing Your Technical Skills</td>
<td>123</td>
<td>1409</td>
</tr>
<tr>
<td>Leadership Skills for Managers &amp; Department Chairs</td>
<td>13</td>
<td>140</td>
</tr>
</tbody>
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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!

President’s Showcase of Excellence

This year marks the 3rd 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.

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.

Bold Ideas Challenge

1. Bold Ideas Challenge
2. Bold Ideas Review by CAIFE cohort 1 and the President’s Cabinet
3. CAIFE teams formed and project work begins

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

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Administrative Academy

The 2nd cohort of the Administrative Academy celebrates personal and professional achievements at their closing session. Participants attended monthly meetings from September to April and learned about Fresno State, effective communication strategies, work-life balance, and more. The program focused on networking and building relationships across campus. 45 employees completed the Administrative Academy in 2016/17.

Organizational Development: Enhancing Work Group interactions

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

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.