Engagement is more than a one-time training, it is a commitment to work together to build an environment that strives on continuous improvement by developing skills through learning opportunities, and reinforcing mutual respect among all A&M Engineering employees.

Employee Engagement Initiative

- The Engineering Staff Advisory Council (ESAC) was charged to develop a training initiative for staff.
- With input from staff a proposal was submitted to Dr. Banks outlining the Employee Engagement Initiative.
- The initiative, a partnership between ESAC and Engineering Human Resources, includes components of training, employee development and engagement across TEES and the College of Engineering.
- Working relationships were developed with professionals who have leadership, community of practice and engagement expertise to serve as mentors and provide specialized leadership training.
- Initially the focus is on the formulation of Functional Groups, aligning staff with similar job duties to work together in a collaborative environment.
- The Functional Groups will be led by staff identified as an Engagement Leader.

Functional Groups and Engagement Leaders

Functional Group = Group of staff with like job responsibilities coming together to share best practices, establish consistency to process and develop lines of communication across A&M Engineering.

Engagement Leader = Individual who has the qualities to influence other staff in a positive and productive manner to embrace the engagement experience and bring cohesiveness to the Functional Group.

- Identified 9 Functional Groups, slotting employees by like job responsibilities and functions.
- Identified 35 staff to serve as Engagement Leaders.
- Engagement Leaders received in-depth training on leadership and formulating action plans.
- Functional Groups will develop their own action plan, meet to get to know one another, understand the organization in which we work, develop methods to share best practices and strengthen communication.

<table>
<thead>
<tr>
<th>Functional Groups</th>
<th>Administrative/Business Management</th>
<th>Advising</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Business/Fiscal/HR/Travel</td>
<td>Administrative Support</td>
</tr>
<tr>
<td></td>
<td>Facilities/Technical/Laboratory</td>
<td>Research Engineers</td>
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<tr>
<td></td>
<td>Communications/Marketing/Web</td>
<td>Information Technology</td>
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<tr>
<td></td>
<td>Program/Event Coordination</td>
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</tbody>
</table>

Training and Development

Throughout the year staff have opportunities to participate in various training and development session held independently or in conjunction with the annual staff workshop. Some of the topics include:

- Leadership
- Conflict Resolution
- Software: Outlook 2013 Webinar Series & Windows 10 Demo
- Project Management
- Communication, Presentation and Public Speaking Skills
- Let us know what your training needs are.

Committee Members

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http://tx.ag/engagement