Learning and Organizational Development Needs Assessment Summary

THE UNIVERSITY OF TENNESSEE KNOXVILLE

~ Leadership Development is the ongoing improvement of skills, abilities, and talents. Empowering people to be strong decision-makers and relationship builders.

Respondents Self-Reported Employee Level

44%

Exempt Staff

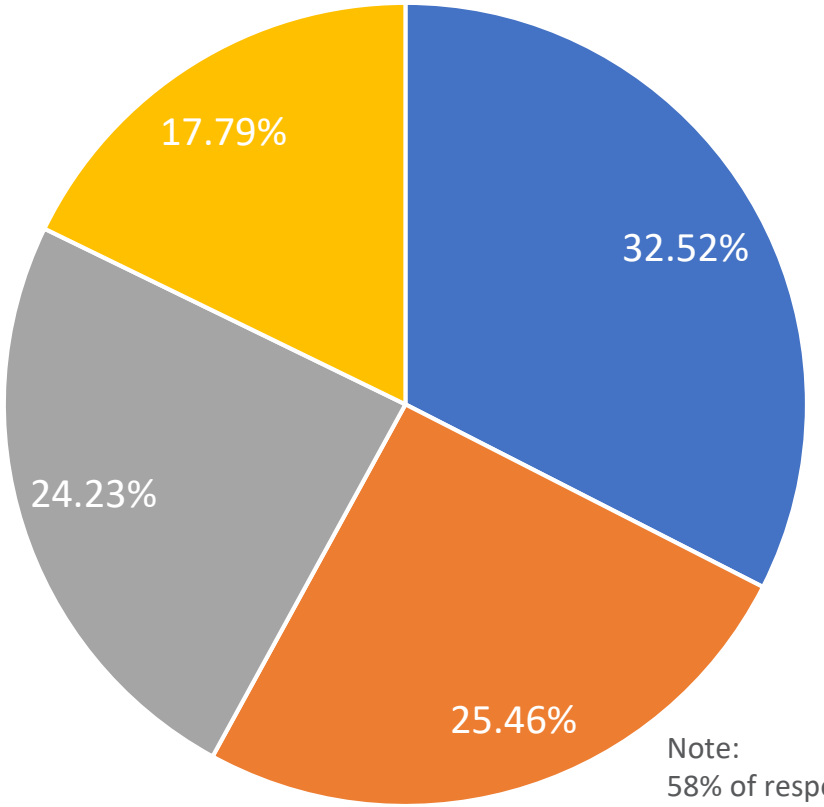
41%

Non-Exempt Staff

15%

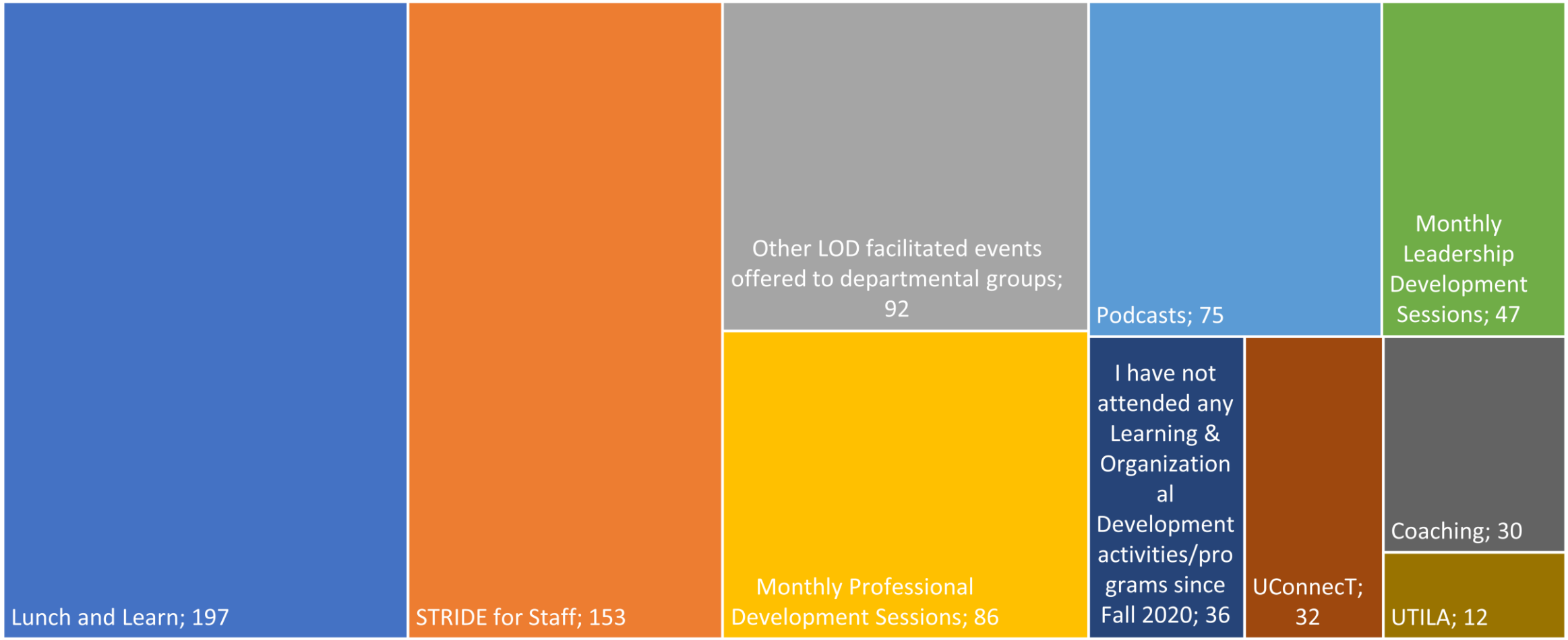
Faculty

Self-Reported Leadership Capacity



Note:
58% of respondents do not lead people
42% lead people

L&OD Development Opportunity Participation



Source for Learning Opportunities
(In order of Most Common Selection)

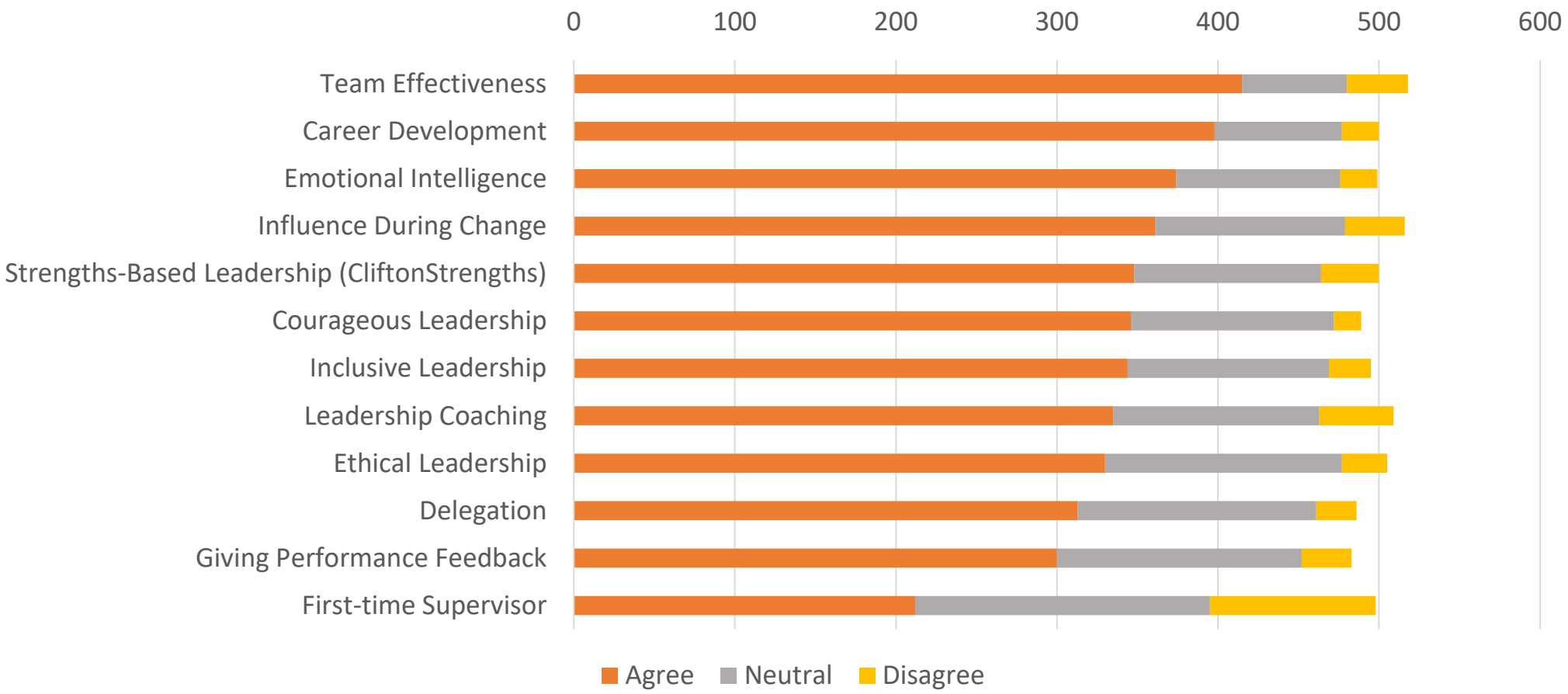
- K@TE
- Colleagues/Co-Workers
- LinkedIn Learning (Self-paced)
- My leader/leadership team
- Professional Organizations
- UTK Events Calendar
- The Connection (LOD Newsletter)
- Other
- YouTube

Photo Credit: eLearning Industry

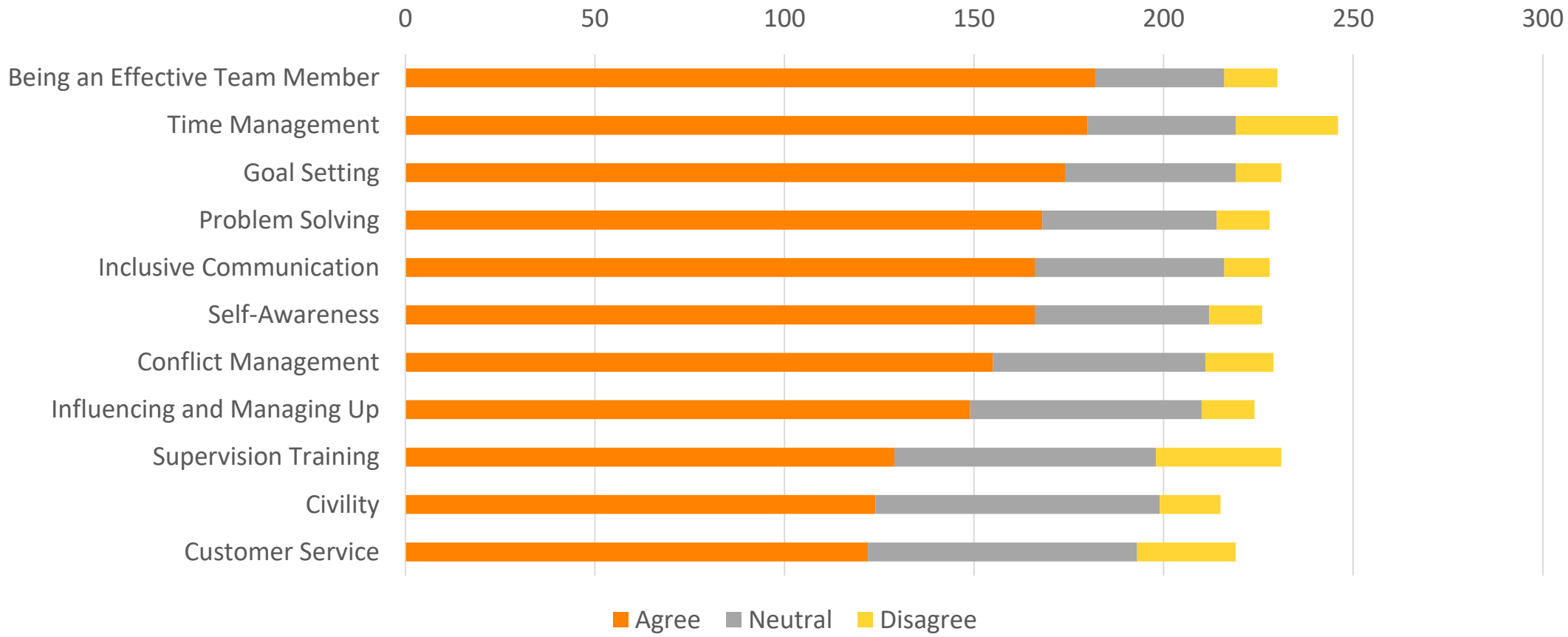
Preferred Learning Environment for next Learning Opportunity

- A Hybrid setting (a combination of virtual/self-paced/face-to-face)
- In-person, face-to-face
- A self-paced eLearning course I can complete on demand
- Live, virtually face-to-face
- A recorded virtual session I can watch on demand

Preferred Topics in Next Twelve Months



Recommended Topics for Teams



Main Themes for Self-Development

- Leadership
- Time Management
- Diversity
- Project Management
- Hybrid/Remote Work Environment
- Career Development
- Team Building
- Conflict Management

Themes for Team Development

- Communication
- Team Building
- Personal (Stress/Work-Life Balance)
- Time Management
- Office Skills
- Diversity
- Project Management
- Leadership
- Assessment

Desired Topics in Order of Selection

1. Working with Challenging Individuals
2. Invisible Diversity
3. Recognition Strategies
4. Mentoring Others
5. Career Exploration at UT
6. Retention Strategies for Employees
7. Performance Management
8. Authenticity
9. Compensation Processes
10. Employee Assistance Program
11. Recruitment Processes
12. Mediation
13. Workplace Ethics
14. Grievance Procedures
15. Family Medical Leave