Learning and Organizational Development Needs Assessment Summary
~ 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

- Exempt Staff: 44%
- Non-Exempt Staff: 41%
- Faculty: 15%
Self-Reported Leadership Capacity

- 32.52% lead projects, ensure deadlines are met and outcomes are delivered
- 24.23% lead people, primarily staff or faculty
- 25.46% lead people, primarily graduate and/or undergraduate students
- 17.79% primarily lead themselves

Note: 58% of respondents do not lead people while 42% lead people.
L&OD Development Opportunity Participation

- Lunch and Learn; 197
- STRIDE for Staff; 153
- Other LOD facilitated events offered to departmental groups; 92
- Monthly Professional Development Sessions; 86
- Podcasts; 75
- I have not attended any Learning & Organizational Development activities/programs since Fall 2020; 36
- UConneCT; 32
- Coaching; 30
- UTILA; 12
- Monthly Leadership Development Sessions; 47
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
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

- Team Effectiveness
- Career Development
- Emotional Intelligence
- Influence During Change
- Strengths-Based Leadership (CliftonStrengths)
- Courageous Leadership
- Inclusive Leadership
- Leadership Coaching
- Ethical Leadership
- Delegation
- Giving Performance Feedback
- First-time Supervisor

Agree ☑️ Neutral □ Disagree ☑️
Recommended Topics for Teams

- Being an Effective Team Member
- Time Management
- Goal Setting
- Problem Solving
- Inclusive Communication
- Self-Awareness
- Conflict Management
- Influencing and Managing Up
- Supervision Training
- Civility
- Customer Service

Agree  Neutral  Disagree
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