• We’ll be starting the Ambassador Summit in a moment...

• The slides will be posted on https://devlearning.ucsf.edu/ambassadors after the session.
Engagement Ambassador Summit

Summer 2022 Quarterly Check-in

Learning & Organization Development

June 2022
Why are we here?
What can you do?
What's next?

- Past - 2022 Staff Engagement Survey
- Present and Future - Action Planning
2022 UCSF Staff Engagement Survey

- Engagement Ambassadors: 610
- Survey Respondents: 16,649
- Overall Participation Rate: 69%
Sharing Results: Start the Conversation

Manager With Engagement Ambassador

• Schedule a 30-minute meeting to review results
• Preview survey results, meeting agenda, and slides
• Solicit additional insights and observations
• Any suggestions to ensure everyone’s voice is heard?

Manager With Team

• Share the team results with the team
• Express gratitude for participation
• Share and solicit additional insights and observations
• Set expectations for action planning
ACTION PLAN
Action Planning Logistics: Support the Team

• When
  • Use an existing meeting or schedule one?
  • Will one meeting allow the full team to participate? Or will your team need more than one?

• Meeting Format
  • Virtual or in person?

• Encouraging participation
  • Structure activities such that everyone participates
  • How can you encourage participation from people who may not speak up as much as others on your team?

• Maintaining Focus
  • Where will this goal be entered?*
  • Where and on what frequency will the team check regularly ask itself:
    • Did we do what we said we were going to do?
    • Did it make any difference?
  • Team answers can lead to continue the plan, change the tactic, or develop a new plan
### Simple Approach to Action Planning for Teams

**STEP:**

1. **DETERMINE ONE ISSUE OF TEAM NEED**
   - The team picks one mission-critical issue that’s keeping them from meeting their goals.

2. **DETERMINE MOST RELEVANT ENGAGEMENT ISSUE**
   - Team filters their issue through the most relevant item in the engagement survey.

3. **ALIGN ON AN ACTION PLAN**
   - What is the first action that the Team will execute to improve engagement?
Case study
2022 Calendar

- **March**: Ambassador Orientation/Summit - Spring
  - March 15-21

- **April - May**: Annual Engagement Survey
  - April 12 - May 6

- **June - July**: Results from Engagement Survey and the Town Hall
  - May 27
  - July 28

- **June, September**: Managers Survey Support

- **June, September, December**: Ambassador Summit - Quarterly

Life is short. Do stuff that matters.
Any questions or comments? Unmute your mic & ask.

For more info Go to bit.ly/ucsfengagement

Your feedback? Click survey link in the chat.