

FEBRUARY 2025

LEARNING & DEVELOPMENT NEWS

UAB The University of Alabama at Birmingham
Learning & Development

Leadership Learning Month at L&D



As we enter February and March, it's the perfect time to bolster your leadership skills with Learning & Development (L&D). Our programs are packed with opportunities to elevate your leadership skills, foster a culture of recognition, and equip emerging leaders with confidence and competency.

"Everyone wins when leaders elevate their skills."

— Jerad Watson, Manager, Learning & Development

Our programs are designed to elevate your skills no matter where you are in your leadership journey. Here are a few of our key leader-focused programs:

- **AMP: Delegate to Elevate:** Guide productive teams and foster positive work environments (open to all UAB staff & faculty)
- **Making Recognition a Routine:** Boost motivation and performance by valuing employees (open to people-leaders)
- **AMP: Engage to Excel:** Create a motivating environment for team members (open to all UAB staff & faculty)
- **Shifting to Leader Ready:** Prepare emerging leaders with essential skills and the proper mindset (targeted to staff interested in becoming a leader)
- **StrengthsFinder:** Enhance performance and career growth by understanding your talents (open to all UAB staff & faculty)
- **Learning from Leaders - Dr. Christopher Shook:** Navigate turbulent times with a clear vision, mission, and the 5 Ps of strategy (open to all UAB staff & faculty)

Can't make these In-person and Virtual sessions? Jump over to LinkedIn Learning and check out courses on Communication tips for leaders, team engagement, coaching, and more.

ACCESS LINKEDIN LEARNING

Let Your Voice Be Heard: Participate in the 2025 Campus Engagement Survey!



Participating in the 2025 Campus Engagement Survey lets you shape UAB's future. Your insights guide the university toward becoming a better workplace and stronger community influence. **An initiative from the President's Office**, this survey is vital for faculty and staff to voice their opinions and drive change. Recently, you received an email from President Watts inviting you to participate, followed by an email from ModernThink with survey details. Your honest feedback is crucial. The survey is quick, anonymous, and confidential, taking only a few minutes to complete.

Key Aspects of Participating:

- **Influence Decision-Making:** Your feedback impacts university policies and initiatives
- **Enhance Work Environment:** Identify areas for improvement in performance management, communication, and workforce development
- **Support Employee Growth:** Contribute to new learning experiences and institution-wide awards
- **Strengthen Community Impact:** Ensure UAB remains a positive community force

Your participation is vital in making UAB a better place for everyone. *Let your voice be heard by completing the 2025 UAB Campus Engagement Survey by February 17, 2025!*

LEARN MORE ABOUT THE SURVEY

February LearnDev Program Calendar



AMP: Delegate to Elevate

Thu., Feb. 13 | 10 to 11:30 a.m. | ZOOM

Participants will explore the key principles of delegation, learn to identify tasks that can be delegated, and discover strategies for matching responsibilities to team strengths. The AMP Leadership Series is your resource for enhancing your leadership skills, no matter your role. Discover how to guide a productive team and foster a positive work environment.



UAB Journaling Club: Journaling through Grief and Loss

Thu., Feb. 13 | 1 to 2 p.m. | ZOOM

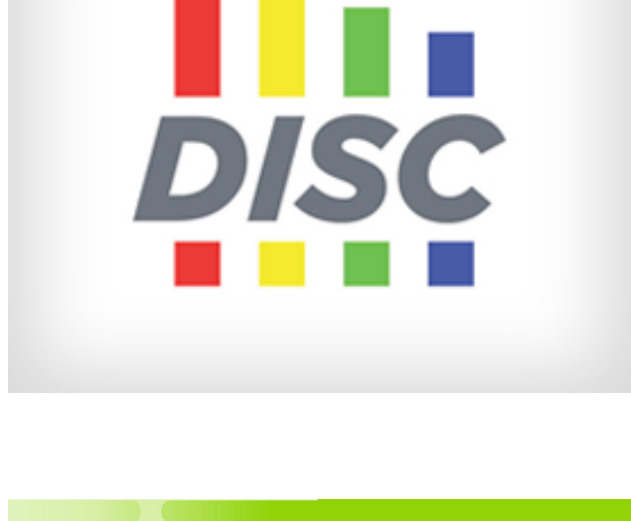
L&D Specialist Alison Kriesley and Artist in Residence Salaam Green return for our first session of 2025! Join our guest, **Janice Ward, Director of Faculty Affairs in the Office of the Provost & Adjunct Instructor, UAB Collat School of Business**, as she shares her story of journaling through grief and the loss of her son. In many ways, journaling is like having a companion who allows you to express your innermost thoughts and feelings without explanation or guilt, or apologies.



UAB Shared Values: Provost Janet Woodruff-Borden, PhD

Tue., Feb. 18 | 11 a.m. to 12 p.m. | ZOOM

In this episode, **Provost Janet Woodruff-Borden, PhD** will kick off the series and focus on the shared value of Collaboration.



DISC

Tue., Feb. 18 | 1:30 to 4 p.m. | MT-419A

The DISC Model offers insights into communication preferences and tendencies and guides you on maximizing your potential results. This workshop will help you understand your behavioral style and how it influences your behavior.



AI @ Work: Dr. Carver (VP & CIO)

Wed., Feb. 26 | 11 to 11:45 a.m. | ZOOM

In this episode, **Dr. Curt Carver, UAB's VP and Chief Information Officer**, will discuss where UAB has been, where we are now, and where we are going with the use of AI at UAB. Check out how UAB is suffering ahead of the crowd in AI in this special episode of AI @ Work.

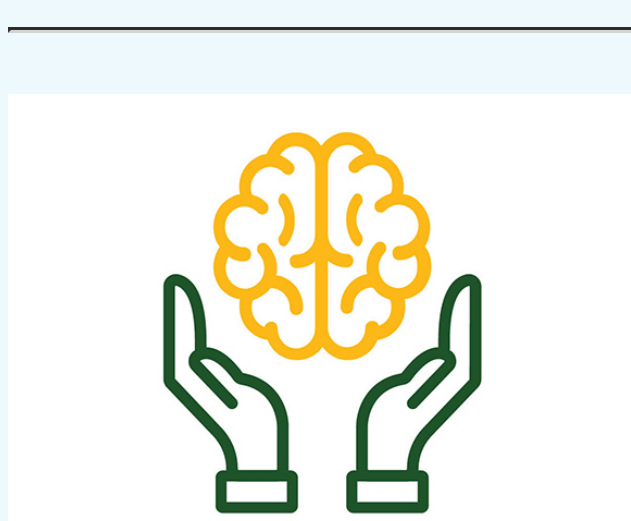


Making Recognition a Routine

Wed., Feb. 26 | 1:30 to 3:30 p.m. | MT-419A

A culture of excellence is fostered when employees know their efforts are recognized and valued. This program addresses praise and recognition in three aspects: rewards as tokens, demonstrations of appreciation, and growth opportunities.

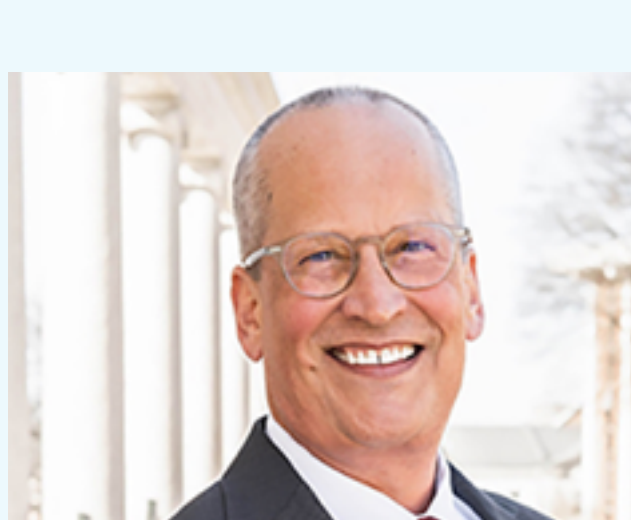
March LearnDev Program Calendar



Psychological Safety

Tue., Mar. 4 | 9 to 11 a.m. | MT-419A

Psychological Safety is a shared team belief that taking interpersonal risks is safe. This means speaking up, sharing ideas, expressing concerns, and admitting mistakes without fear of punishment, ridicule, or negative consequences to one's self-image, status, or career.



Learning from Leaders - Dr. Christopher Shook

Thu., Mar. 6 | 11 a.m. to 12 p.m. | ZOOM

Join **Dr. Chris Shook, Dean Fargo Endowed Chair in Business Administration and Professor of Management, Information Systems and Quantitative Methods**, as he explores the role of strategy in thriving during change. Learn how a clear vision, mission, and the 5 Ps of strategy can guide you through turbulent times. Gain practical advice on positioning yourself within an organization and using strategic frameworks to navigate future challenges.



Excel: Pivot Tables

Mon., Mar. 10 | 11 to 11:45 p.m. | ZOOM

In this session, we will explore creating a Pivot Table. Discover how this feature will allow you to summarize, organize, and analyze your data. The pivot table is customizable, allowing for the filtering, sorting, and calculating of fields.



AMP: Engage to Excel

Tue., Mar. 11 | 1 to 2:30 p.m. | ZOOM

This session will equip team members to foster a culture of collaboration and accountability, leverage virtual tools to strengthen communication and connection, recognize and address disengagement early, and create an environment where every team member feels valued and motivated to excel.



Emotional Intelligence

Wed., Mar. 12 | 1:30 to 3:30 p.m. | MT-419A

Emotions play a role in how we interact with others in the workplace. Do you easily recognize your own emotions as well as others? Come and learn how to reframe your emotions and adapt to the situations you encounter. You can improve your emotional intelligence.



Shifting to Leader Ready

Wed., Mar. 19 | 9:30 to 11:30 a.m. | MT-419A

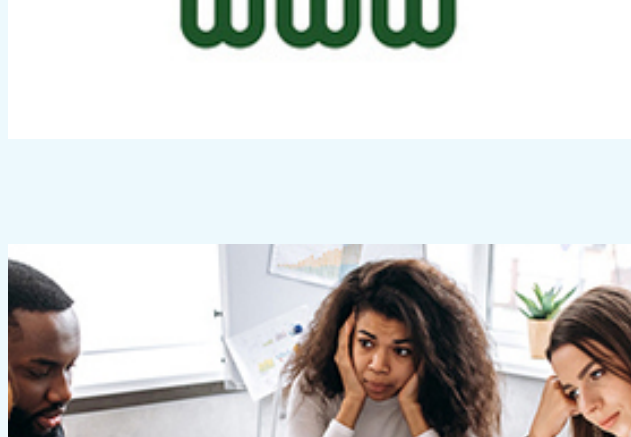
This program is intended for those new to management at UAB, recently promoted to a people-leader position, or those identified as having high potential for future people-leader roles.



Multigenerational Workforce

Thu., Mar. 20 | 9 to 11:30 a.m. | MT-419A

Participants will leave equipped with practical strategies for maximizing the collective potential of a multigenerational team, enhancing team cohesion, and promoting a workplace culture that values the contributions of individuals across all age groups.



Understanding and Addressing Conflict

Mon., Mar., 24 | 8:45 a.m. to 3 p.m. | MT-419A

This 1-day session (formerly known as *LEADing the Way in Conflict Resolution*) will provide you with effective strategies for understanding and addressing team conflicts. Lunch will be provided. Please email learndev@uab.edu if you have any dietary restrictions.



Act with Integrity: John Huffstutler

Tue., Mar., 25 | 11 a.m. to 12 p.m. | ZOOM

This course offers a personal application of UAB values, helping participants understand how shared values shape decision-making, behavior, and relationships. Through self-reflection, interactive discussions, and practical exercises, participants will identify and learn how to align their professional lives for greater fulfillment and effectiveness.



StrengthsFinder

Tue., Mar., 25 | 1 to 3 p.m. | MT-419A

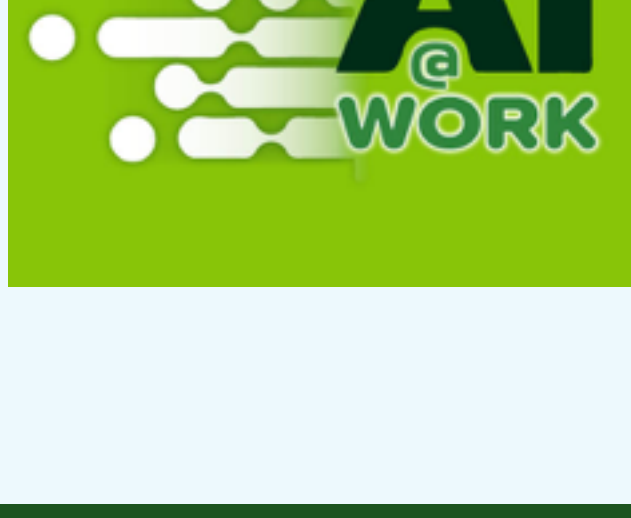
An introduction to understanding how you are naturally wired and further leveraging your talents to aid your professional performance or career development.



AI @ Work: Copilot for Outlining Presentations

Wed., Mar. 26 | 11 to 11:45 a.m. | ZOOM

Join us for the *AI at Work Webinar Series*, designed specifically for the staff and faculty of UAB. This series will help you harness the potential of approved AI tools to boost your productivity and efficiency. Each session features guest speakers, live demonstrations, and interactive discussion segments. Don't miss out on this opportunity to make AI work for you.



MISSED A SESSION?

See on-demand content from previously recorded programs. Click the links below to access the L&D Digital Recording Archives.

- AI Essentials
- Exploring LinkedIn Learning
- TechTalk
- Learning from Leaders
- Improving Your "Outlook"
- AI @ Work
- Journaling Club

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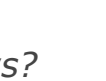
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