

Practical Approach: A Survey is Just the Start

The engagement survey is complete. As you will see in this issue of the Leadership Ledger, there is a lot of analysis and work to be done. I contend that the data from the survey is the starting point, not the end game. We hope the information collected by the survey will assist you in building a great place to work.

In the coming weeks, the Human Resources team will be meeting with executive teams from each agency to explore the questions to ask your team members:

- Why would my team members say “x” or “y?”
- What ideas do you have to improve “this” or “that?”
- What specifically have we done to make “a” or “b” better for them since the last survey?

Now the real fun can begin. Soon we will kick off the work to make all of state government a better place to work, both for you as a supervisor, and for your team. Together, we can continue working to drive up job satisfaction, make hiring easier, and provide better service to our customers.

I for one, am looking forward to it.

–Commissioner Darin Seeley

Training Tuesdays

Rock Your Engagement: Leading the Five Types of People –

In an ideal workplace, everyone would show up, get along, and do their job well. Unfortunately, there are occasionally people who negatively impact engagement, performance, and relationships. Leaders must learn the right way to encourage actions that lead to success while also halting the destructive actions of others.

This webinar will be presented by Dr. Sherene McHenry, The People IQ Expert®, a former graduate professor turned speaker and author. During this webinar you will learn:

- Differing strategies for working with high-fliers, steady gliders, slackers, and others.
- Hold individuals accountable while encouraging positive behavior.
- Halt disruptive behaviors before they destroy morale.
- Protect high performers from burning out.

Date: Tuesday, April, 19, 2022

Time: 10:00 – 11:30 a.m. CT

Cost: \$30

Click here to register.



2022 Engagement Survey

Click here to read the 2022 Employee Engagement Survey Statewide Results on the BHR website.



2022 Administrative Professionals' Conference

Administrative professionals play a vital role in maintaining offices and the flow of work for state government. To celebrate the importance of their jobs and the value of these professionals, the Administrative Professionals' Conference will return for two events on Tuesday, April 26, in Pierre, and Wednesday, April 27, in Sioux Falls.

This year's events will be headlined by author, trainer, and motivational humorist Desi Payne. Known as “The Attitude Adjuster,” Desi has over 25 years of experience as an entrepreneur, patient advocate, customer service and leadership trainer, and award-winning entertainer. The cost for this event is \$50 per participant.

Your employees will have until noon (local time) on April 22 to register. Both the registration link and information on this year's event **can be found here.**

How to Crack the Code of Employee Engagement

Every supervisor wishes they knew how to reach those employees who may not be fully engaged. In this discussion, author, keynote speaker, and former Fortune 500 company executive Jill Christensen shares her favorite tips and tricks to inspire those on your team who may be feeling disengaged on the job.

Click here to view the video.



Supervisory Summary

The Supervisory Summary is designed to give you a monthly 'heads up' at some of the more weighty topics in the upcoming Benefits and Well-Being Bulletin and Training & Development Digest.

Benefits

Open Enrollment Begins May 2, 2022

FY23 Open Enrollment will take place from May 2, 2022 – May 16, 2022. This is your opportunity to make changes to your health plan and flexible benefits during the plan year without a qualifying life event. To ensure you have the best enrollment experience possible, we want to make sure you are armed with all the tools you will need to make the best decision for you and your family.

- The **FY23 Plans Page** is your home on the BHR website for information about the health plans and flexible benefits. From premium information and plan comparisons to FAQ and the Pharmacy Cost Compare Tool, there are a myriad of resources for you to browse through.
- **Open Enrollment Presentations** are the perfect option if you have questions you would like to have answered before you enroll. Virtual presentations are available from now until the start of Open Enrollment.
- **ALEX** will be available in early April. Emails will be sent to all employees when they are released on the BHR website. The **Benefits Guide** is available now.
- The **FY23 Open Enrollment page** will be live on the BHR website May 2, 2022. This page will contain instructions for completing the enrollment process.
- **myWellmark** is an online portal that allows you to learn your healthcare costs, view past claims, and learn the details of your health plans. **Click here to learn more.**

Reminder: Board of Regents employees will have the opportunity to inquire about their health and flexible benefits options at benefits fairs. **A list of benefits fairs is available here.**

Additional Topics:

- Important Information about Your FSA
- Dependent Care FSA Auto Reimbursement Reminder
- beneFIT Well-Being Program
- Diabetes Management with Livongo
- Register: April Lunch and Learn
- ALEX and the Benefits Guide (Infographic)

Training & Development

Managing Remote Workers

The COVID-19 pandemic changed the world as we know it. More people than ever before work remotely on a part-time or full-time basis. Communication is key to a successful partnership with managers and their employees.

This class covers some of the stress points you may be experiencing and ways to alleviate the stress. There will be discussions about ways onsite and remote employees are similar and how to create a cohesive environment for all employees. We will review what is already working well and what may not be working well for managers and supervisors. There will be a review of best practices for the successful management of offsite employees.

The next session is available May 18, 2022, from 9:00 a.m. to Noon, CDT,

Click here to register for this Zoom session.

Additional Topics:

- New Microsoft Classes
- Administrative Professionals' Day
- How to be Engaged (Infographic)