

WE ARE BETTER TOGETHER: WORKPLACE HARMONY

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WHY IS WORKPLACE HARMONY IMPORTANT?

- Increase Student Success
- Academic Affairs **AND** Student Services processes impact enrollment, student success, and retention.
- Harmonious workplaces experience higher morale, lower turnover rates, and increased productivity.

WHAT DOES WORKPLACE HARMONY LOOK LIKE?

- Initial stage - Resistance
- Workplace harmony is the result of effective collaboration and communication
- Foster workplace harmony by promoting open dialogue, resolving conflicts constructively, and fostering a culture of mutual respect and appreciation.



WHAT EFFECTS WORKPLACE HARMONY?

Mental Health and Morale

- **FACT**

Establishing individual self care leads to addressing poor mental health and increasing morale

- **FIRST STEPS**

Institute departmental holistic self care as a priority

- **FOLLOW UP**

Constantly gauge morale

Self Care

- **Consider Stressors-** What is pulling you down?
- **Self care strategies-** Diversify your strategies to fit your needs
- **Plan for challenges-** Peak times and unexpected situations will always be an issue, plan accordingly



FOCUS: STUDENT SUCCESS

YOU ARE A **V.I.T.A.L.** PART OF STUDENT SUCCESS! **PERIOD!**

- **V** – Vision
- **I** – Impact
- **T** – Team Player
- **A** – Attitude
- **L** - Loyalty



BIRD'S EYE VIEW OF THE PROCESS

Plan-

- Determine the why and put together a consistent plan of action to meet your group goal
- Establish Groups- Break up the larger team to smaller groups **Small steps-** Don't overwhelm your plan
- **Focus time-** Build in time to focus during your sessions

Buy in AND Reinforcement- Acknowledge their value and their input. Celebrate the small milestones

Benefits- Creates a shared vision for student success



IMPORTANT TO REMEMBER

- Be intentional – Create a cycle of planning, initiation, follow-up, and review.
- Be sincere – It is essential for your team members to feel your genuine concern for them.
- Be solution-oriented – Involve your team members in finding solutions. Avoid implementing new processes without their input.
- Be consistent – The most detrimental action you can take is initiating something with the potential for impact and failing to see it through.

NEXT STEPS

- Synopsis of our experience: It was resistant at first, but now after 2 years we can see the difference among our teams
- Where are we: **WE ARE BETTER! YET STILL GROWING!**
- What we have learned: We must be consistent and don't give up regardless of the naysayers

TOOLS FOR SUCCESS

Tools that we used:

- Strategic Team Assignments
- In dept questionnaires
- Specific Team Projects
- Celebration Luncheon
- Consistent Follow Up
- Direct Responses and plans for implementation

THOUGHTS ABOUT YOUR CAMPUS?

Tell us about your campus:

- Where are you?
- Where do you want to be?
- What are your barriers?
- Who are your possible team members

**WE ARE INDEED...
BETTER TOGETHER!**



G.R.A.C.E.



B.A.C.O.N.



The Realists



Worker BEES