LEARNING & DEVELOPMENT NEWS

UAB LEARNING & DEVELOPMENT
The University of Alabama at Birmingham

FEBRUARY 2024

National Employee Appreciation Day, celebrated on March 1st, fosters a culture of recognition and gratitude while enhancing employee morale and motivation. Celebrating Employee Appreciation Day with your team or peers can strengthen team cohesion and collaboration, ultimately boosting productivity and organizational success. **Making Recognition a Routine**, UAB HR Learning & Development's (L&D) popular program leaves attendees with new recognition ideas and a better understanding of how praise and recognition lead to stronger performance and greater job satisfaction.

L&D recommends the **S.E.R.V.E.** acronym formula (below) for demonstrating employee appreciation. This method works face-to-face in verbal, and written forms of communication. *Download the SERVE Worksheet Template to get started*.

1. **Strength** — Identify a positive character strength *(what you like, admire, or respect)*
2. **Evidence** — Notice where you see the strength *("Just yesterday, I observed you…")*
3. **Reinforce** — Choose a strength you want to be repeated *(what gets noticed gets repeated)*
4. **Value** — Describe the value the strength brings to the organization, team, or person *(perhaps even YOU!)*
5. **Encourage** — Your recognition will *SERVE* to encourage the person to repeat the strength you identified.

LEADERSHIP

Making Recognition a Routine

February 28 from 10 a.m. – Noon
Medical Towers | 419A

Fostering a climate where staff feel valued and their work is meaningful is key to increasing engagement and job satisfaction.

Learn how simple creative solutions can dramatically impact your team's performance and job happiness.

REGISTER

CHECK OUT ADDITIONAL RESOURCES TO HELP CELEBRATE YOUR EMPLOYEES AND PEERS

Recognize and Appreciate Your Employees
Video | 4m29s

Employees Often Choose Appreciation Over Compensation
Video | 1m34s

Employee Recognition is Key for Inclusion and Belonging
Video | 3m14s

Show Recognition and Gratitude Every Single Day
Video | 3m38s

Understanding What Motivates Your Team
Video | 3m3s

Reward Your Employees with Empathy
Video | 3m5s

LEARNING FROM LEADERS

Navigating Change

Thursday, March 7, from 11:00 a.m. - NOON

REGISTER NOW!

*Guest speaker **Chris Minnix, Ph.D.**, the Director of the Blazer Core Curriculum, will share lessons on navigating change. Join this empowering talk as Chris guides viewers on how change requires adaptability, resilience, and a willingness to embrace uncertainty.*

Don't want to miss a session?
Block your calendar for every session by registering for the 2024 series!

Calendar Sharing for Efficient Collaboration

Monday, March 18, from 11 - 11:30 a.m.

Have you spent a lot of time coordinating your team to schedule meetings? Or have you prepared for a meeting only to have it canceled due to lack of attendance or timing conflicts? The shared calendar feature improves productivity through seamless collaboration, shortened communication time, and improved efficiency. *Join Alison Kniseley and Laura Beth Rogers as they help you prepare for scheduling your next team meeting.*

REGISTER NOW!

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Have questions/comments?
Reach out to us at learndev@uab.edu

LinkedIn Learning Corner

PRODUCTIVITY TIPS

Excel Quick Tip
Meet Flash Fill

Got your cells stuck together? This sounds like a job for Excel's superhero, the flash fill!

Word Quick Tip
Charts and Graphs

If you want to include charts or graphs, Word has some exciting options available.

ZOOM Quick Tip
Set Co-Host Options

Designate your co-host to help you handle things like managing recordings.

Did you enjoy this issue of the Learning & Development News?
SHARE THIS MESSAGE WITH YOUR TEAM MEMBERS!
Forward this newsletter or share the sign up link!

Did a coworker send you this publication?
Click HERE to receive this publication directly to your inbox.

LearnDev Program Calendar

Optimizing Performance: Your Check-In Strategy
Tuesday, March 5
1 to 2:30 p.m. | ZOOM

REGISTER

Multigenerational Workforce
Thursday, March 14
8:30 to 10 a.m.

REGISTER

Emotional Intelligence: Building Relationships and Communicating Effectively
Tuesday, March 19
1 to 3 p.m. | ZOOM

REGISTER

Continue to Check Our **LearnDev Calendar** Throughout the Month for New Programs!

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