

LEARNING & DEVELOPMENT NEWS

SEPTEMBER 2025

As the performance evaluation window wraps up, September is the time to look forward. Goal setting is key to continued growth and alignment.

People-Centered Performance Management — Part 4

Setting Performance and Development Goals

For staff, this means aligning goals to your department or unit's overarching targets or goals, enabling you to contribute to outcomes that are meaningful and impactful. For leaders, it is about helping your team aim high and stay supported.

Goal Setting That Works

Tips for Staff:

Setting goals isn't just a checkbox—it's your roadmap to growth, impact, and career satisfaction. Here's how to make your goals meaningful and achievable:

- **Be Specific and Purpose-Driven:** Define clear, measurable goals that connect to your "why." When your goals reflect what truly matters to you, you're more likely to stay focused and follow through.
- **Be Realistic, But Ambitious:** Set goals that stretch you without overwhelming you. Break big goals into smaller milestones and give yourself buffer time to adapt and succeed.
- **Align with your Career Aspirations:** Include both:
 - Performance goals (metrics, outcomes, results)
 - Development goals (skills, learning, and growth).
- **Focus on Skills That Matter**
Ask yourself: What capabilities will help me thrive this year?
Whether it's communication, data literacy, or emotional intelligence, UAB L&D offers workshops and LinkedIn Learning courses to support your journey.
- **Build a Future You're Excited About**
Investing in your growth isn't just about meeting expectations—it's about creating a career that energizes you.

Bonus Resources & Tools:

- [Success through Goals](#)

People-leader Tips:

As a leader, your role is to help your team set goals that matter to them and to the organization.

- **Align Goals with Strategy:** Help employees connect their goals to team and organizational priorities.
- **Provide Support and Clarity:** Offer resources, encouragement, and regular check-ins. Make goal-setting a collaborative process, not a solo task.
- **Monitor Progress and Adapt:** Goals aren't static. Revisit them regularly, celebrate wins, and adjust as needed to keep momentum strong.
- **Foster Ownership and Motivation:** Empower your team to take charge of their development. When employees help shape their goals, they're more engaged and committed.

Bonus Resources & Tools:

- [Setting and Communicating Team Goals](#)
- [Coaching for Growth](#)

To learn more, check out the following programs:

[Performance Evaluation: Planning and Conversations for Managers](#)
Intended for Managers-at least 1 direct report

- September 9, 1:30 to 3 p.m., ZOOM

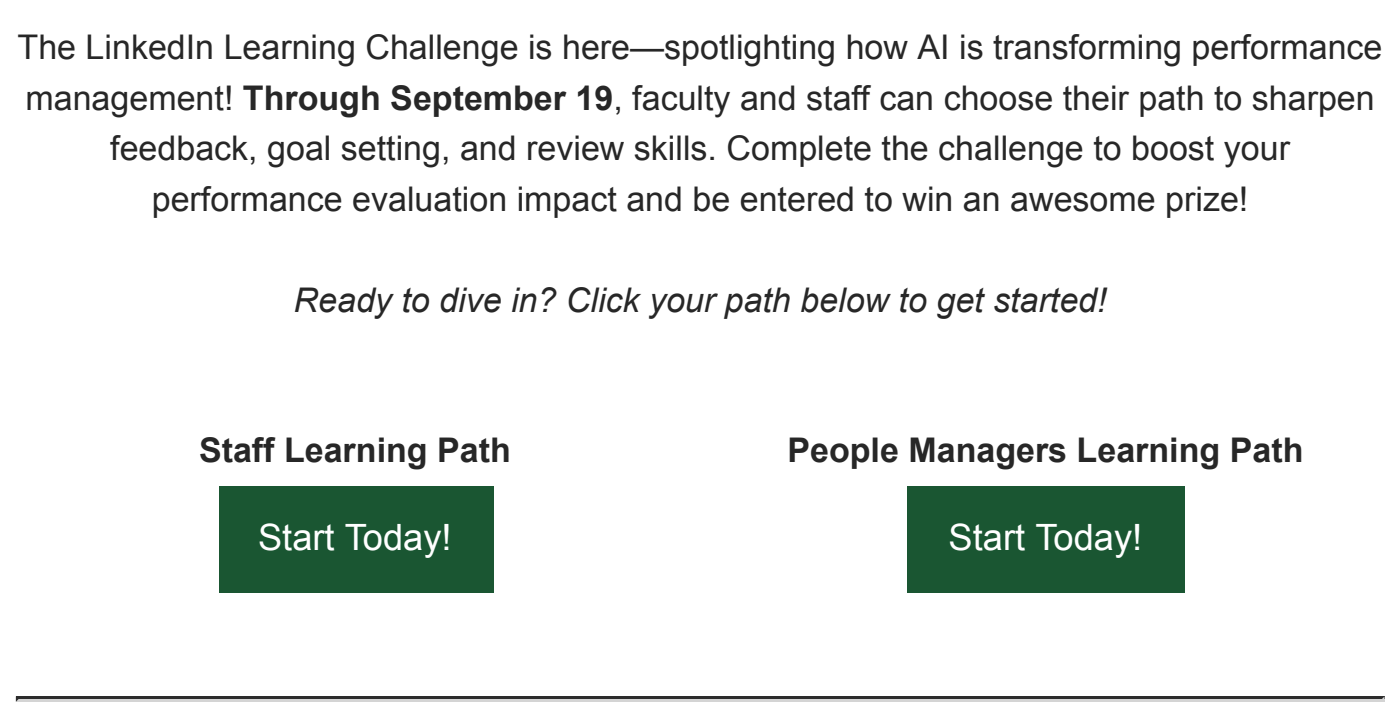
[Feedback for Impact](#)
Intended for all Staff

- September 16, 1 to 2:30 p.m., ZOOM

For more tools, on-demand learning, and information on LinkedIn Learning's AI role play feature, visit the [Performance Management Performance Toolkit](#).

Performance Toolkit

September LearnDev Program Calendar



The LinkedIn Learning Challenge is here—spotlighting how AI is transforming performance management! **Through September 19**, faculty and staff can choose their path to sharpen feedback, goal setting, and review skills. Complete the challenge to boost your performance evaluation impact and be entered to win an awesome prize!

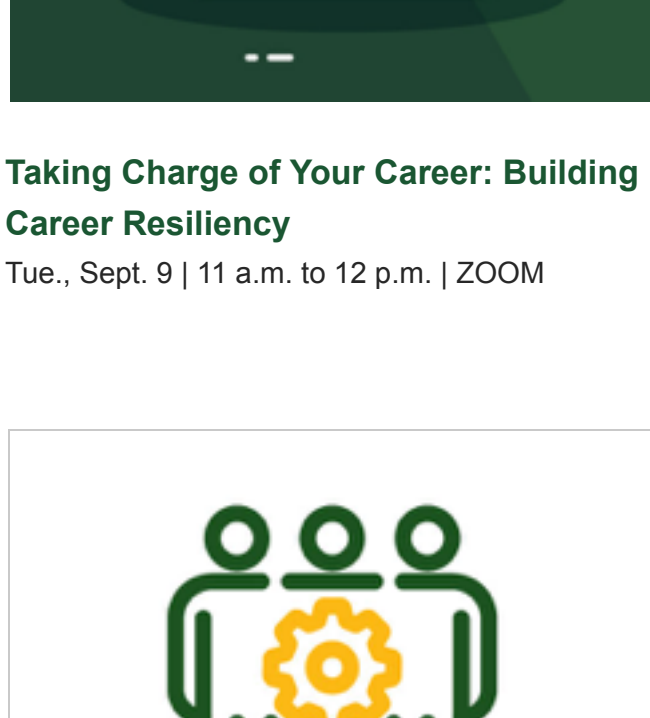
Ready to dive in? Click your path below to get started!

Staff Learning Path

Start Today!

People Managers Learning Path

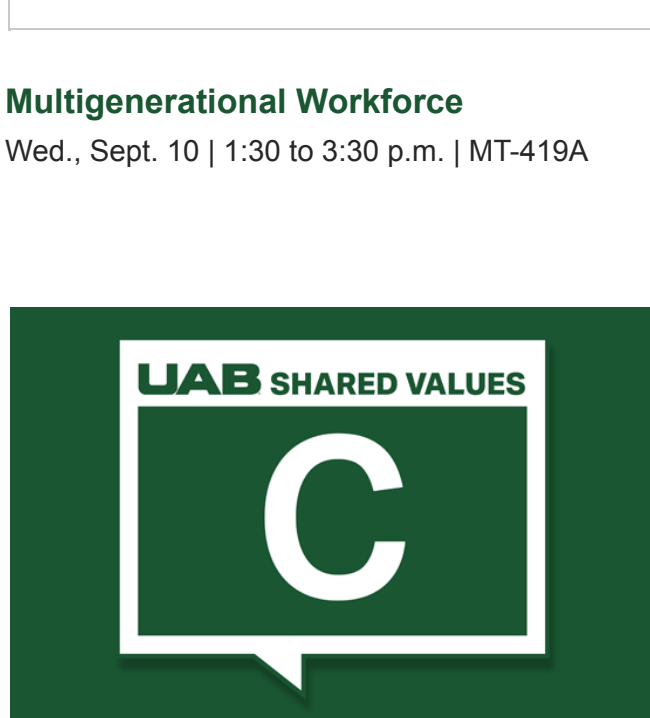
Start Today!



Performance Evaluation: Planning and Conversations for Managers *

Tue., Sept. 9 | 1:30 to 3 p.m. | ZOOM

*The **Planning and Conversations for Managers** and the **Staff Making the Most of Your Review** content is designed specifically around the campus performance evaluation cycle. While Medicine employees are welcome to attend, please note that certain elements may not align directly with UAB Medicine's evaluation processes.



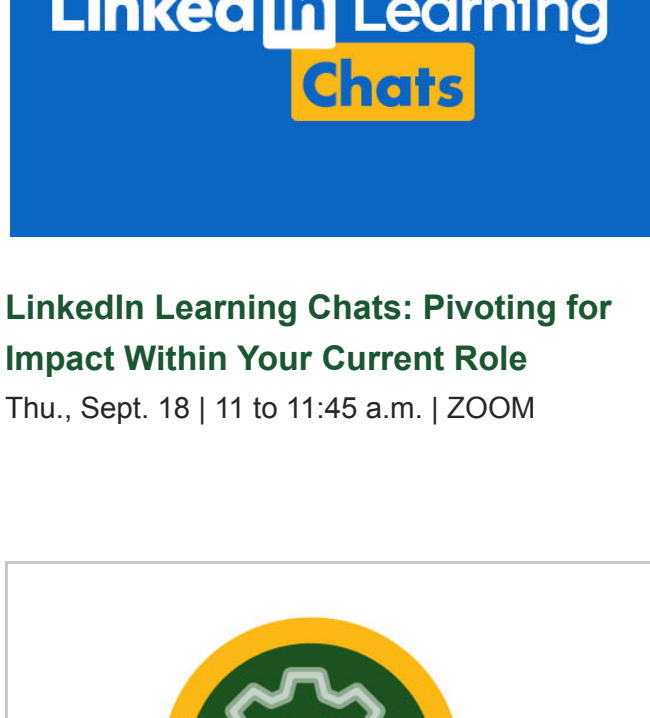
Taking Charge of Your Career: Building Career Resiliency

Tue., Sept. 9 | 11 a.m. to 12 p.m. | ZOOM



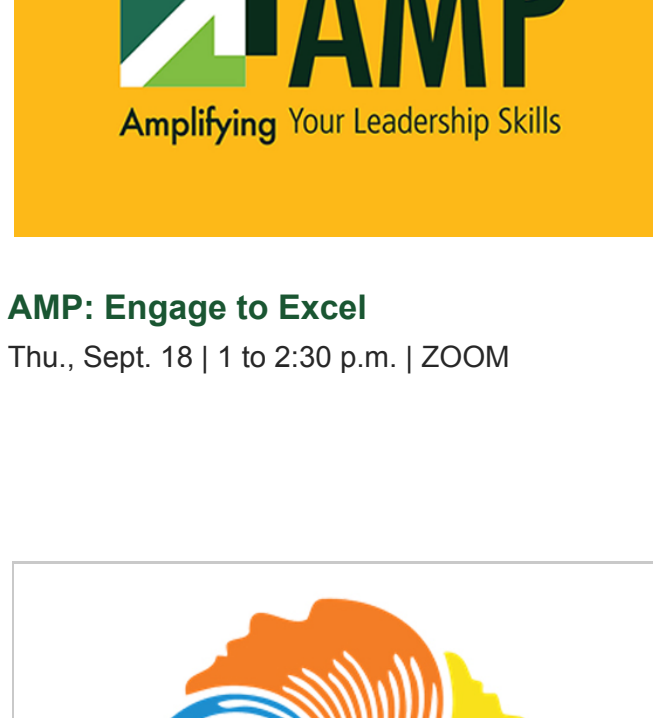
UAB Journaling Club: Journaling for Anxiety

Wed., Sept. 10 | 11 a.m. to 12 p.m. | ZOOM



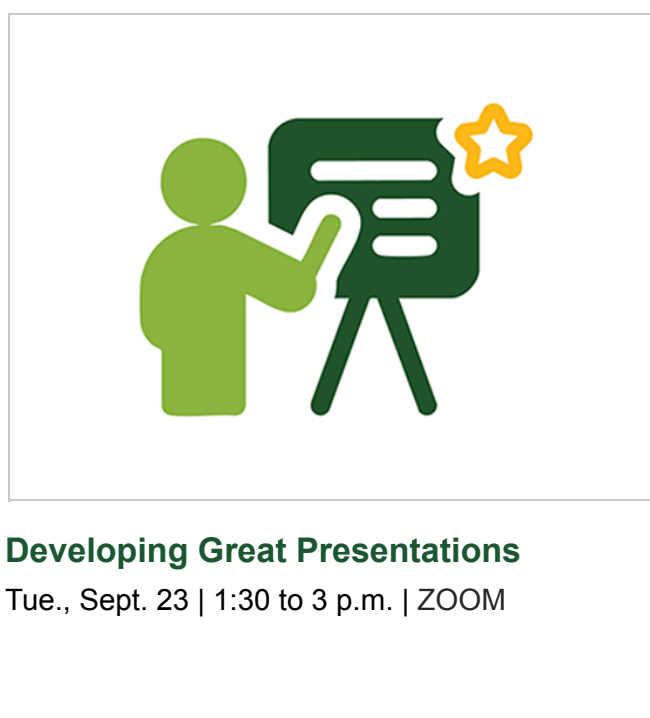
Multigenerational Workforce

Wed., Sept. 10 | 1:30 to 3:30 p.m. | MT-419A



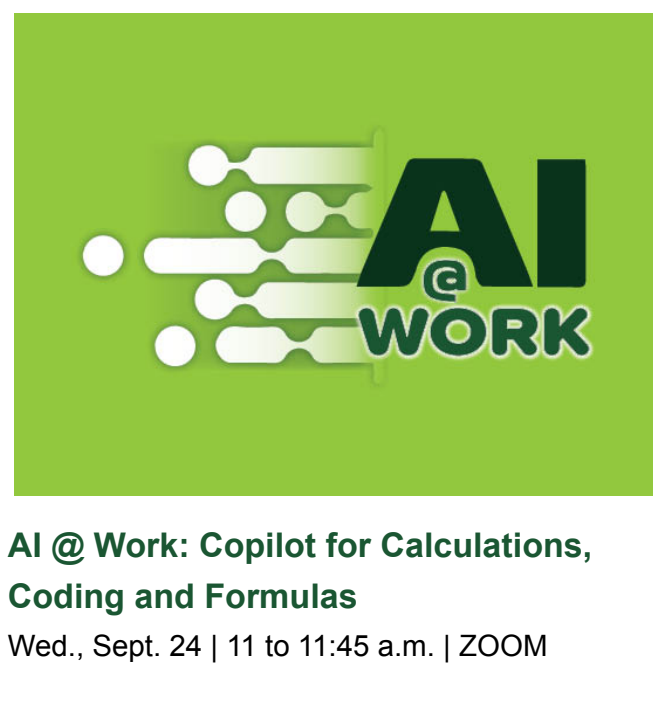
Learning from Leaders: Amy Hutson Chatham, Ph.D., MSPH

Thu., Sept. 11 | 11 a.m. to 12 p.m. | ZOOM



UAB Shared Values: Collaboration - Robin Lucas & Meredith Kahl

Tue., Sept. 16 | 11 a.m. to 12:00 p.m. | ZOOM



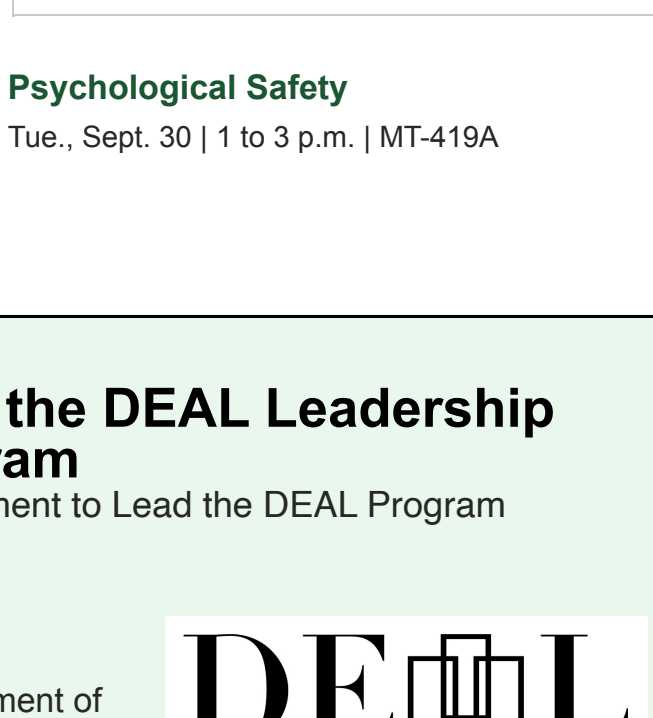
Feedback for Impact

Tue., Sept. 16 | 1 to 2:30 p.m. | ZOOM



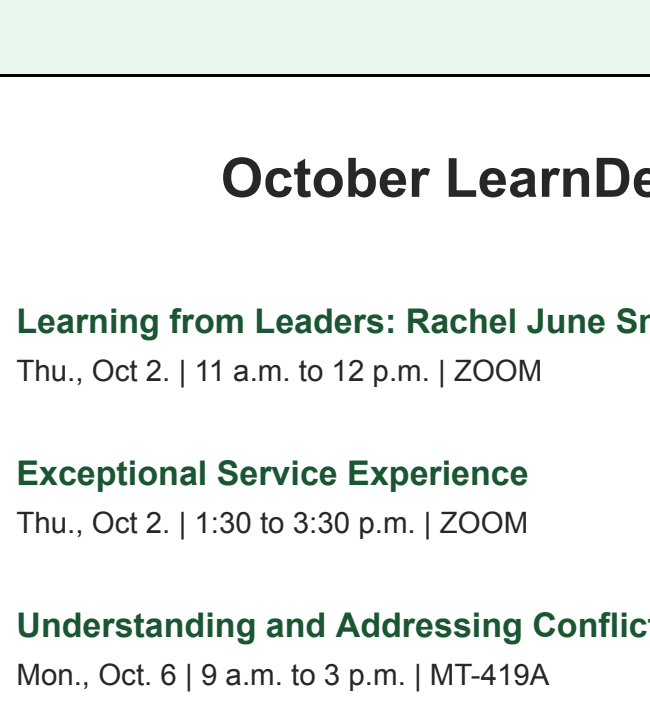
LinkedIn Learning Chats: Pivoting for Impact Within Your Current Role

Thu., Sept. 18 | 11 to 11:45 a.m. | ZOOM



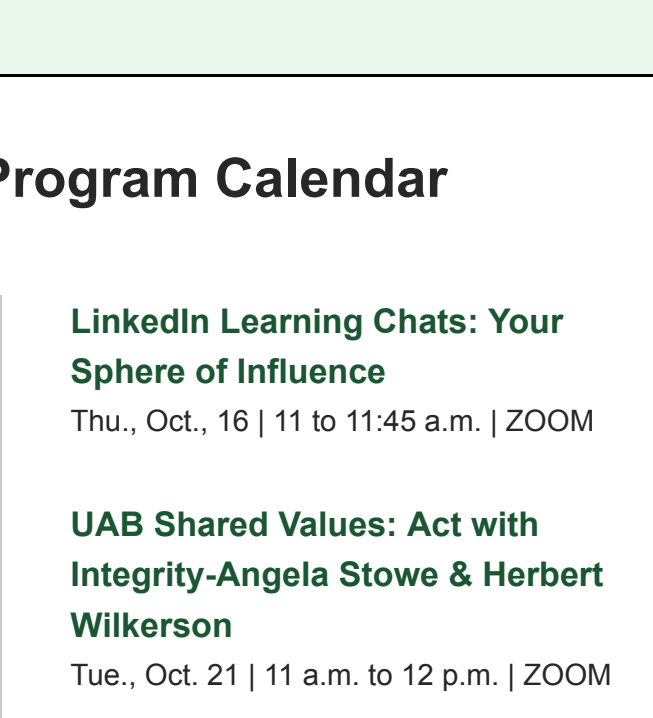
AMP: Engage to Excel

Thu., Sept. 18 | 1 to 2:30 p.m. | ZOOM



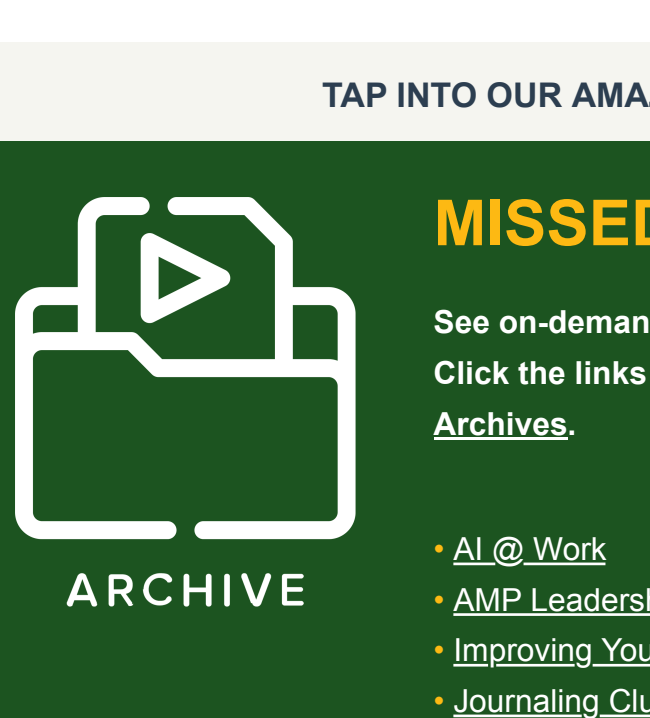
Emotional Intelligence

Mon., Sept. 22 | 1:30 to 3:30 p.m. | MT-419A



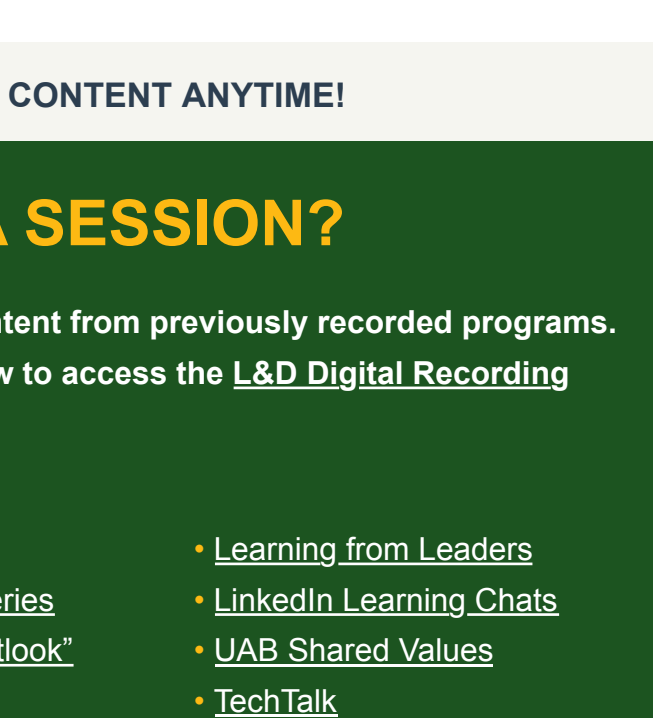
Understanding Your True Colors

Tue., Sept. 23 | 10 a.m. to 12 p.m. | MT-419A



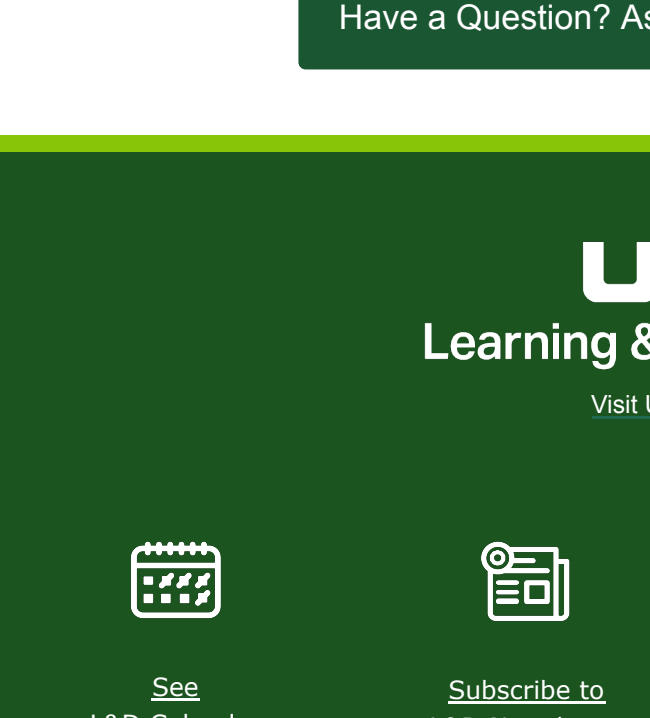
Developing Great Presentations

Tue., Sept. 23 | 1:30 to 3 p.m. | ZOOM



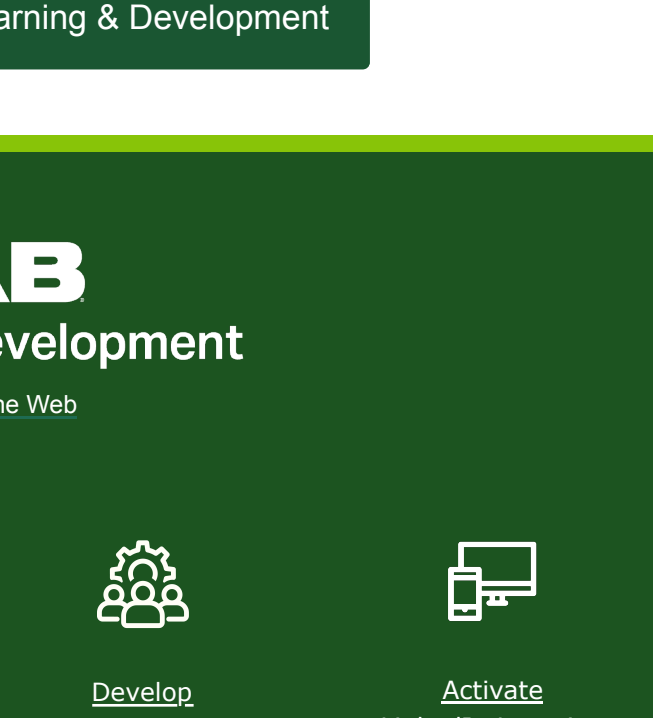
AI @ Work: Copilot for Calculations, Coding and Formulas

Wed., Sept. 24 | 11 to 11:45 a.m. | ZOOM



Lean into Leadership (2-Day Event!)

Wed., Sept. 24 | 1 to 3:30 p.m. | MT-419A
Thu., Sept. 25 | 9 a.m. to 12 p.m. | MT-419A



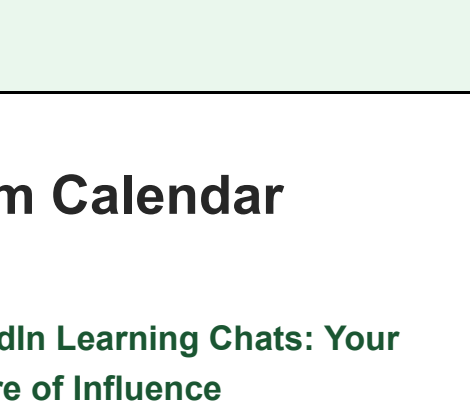
Psychological Safety

Tue., Sept. 30 | 1 to 3 p.m. | MT-419A

A Bold New Chapter for the DEAL Leadership Program

Fall 2025: HR Learning & Development to Lead the DEAL Program

Beginning in Fall 2025, UAB's HR Learning & Development (L&D) team will assume management of the Developing Emerging Administrative Leaders (DEAL) program. L&D will continue DEAL's tradition of providing a transformative, career-accelerating experience that prepares high-potential staff for impactful leadership roles across UAB. This transition marks a powerful collaboration between L&D and the DEAL leadership team



Applications for the 2026 cohort are open **now through September 26, 2025**.

[Read more](#)

October LearnDev Program Calendar

Learning from Leaders: Rachel June Smith

Thu., Oct. 2 | 11 a.m. to 12 p.m. | ZOOM

Exceptional Service Experience

Thu., Oct. 2 | 1:30 to 3:30 p.m. | ZOOM

Understanding and Addressing Conflict

Mon., Oct. 6 | 9 a.m. to 3 p.m. | MT-419A

Making Recognition a Routine

Tue., Oct. 7 | 1 to 3 p.m. | MT-419A

TechTalk: MS Forms & Surveys

Mon., Oct. 13 | 11 to 11:45 p.m. | ZOOM

Shifting to Leader Ready

Tue., Oct. 14 | 9 to 11 a.m. | MT-419A

LinkedIn Learning Chats: Your Sphere of Influence

Thu., Oct. 16 | 11 to 11:45 a.m. | ZOOM

UAB Shared Values: Act with Integrity-Angela Stowe & Herbert Wilkerson

Tue., Oct. 21 | 11 a.m. to 12 p.m. | ZOOM

AMP: Influence & Presence

Tue., Oct. 28 | 9:30 to 11 a.m. | ZOOM

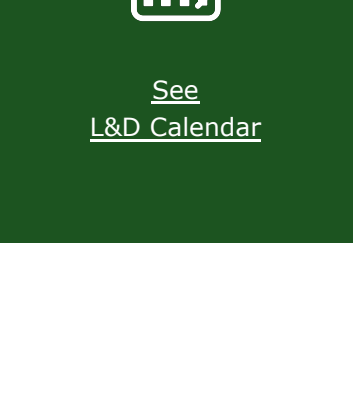
AI @ Work: LinkedIn Learning AI

Wed., Oct. 29 | 11 to 11:45 a.m. | ZOOM

AMP: Cultivating Trust

Thu., Oct. 30 | 1 to 2:30 p.m. | ZOOM

TAP INTO OUR AMAZING CONTENT ANYTIME!



MISSED A SESSION?

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

- [AI @ Work](#)
- [AMP Leadership Series](#)
- [Improving Your "Outlook"](#)
- [Journaling Club](#)
- [Learning from Leaders](#)
- [LinkedIn Learning Chats](#)
- [UAB Shared Values](#)
- [TechTalk](#)

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