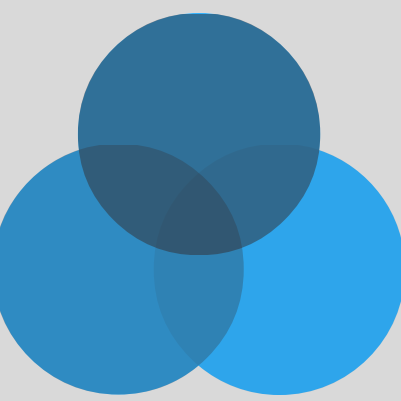


# ORGANIZATIONAL & PROFESSIONAL DEVELOPMENT

## Partnering with Employees & Teams at RICE UNIVERSITY

### OUR PURPOSE & MODEL



We **partner** with leaders, teams, schools, and divisions to assess and develop **customized strategies** and interventions to enhance effectiveness, productivity, cohesion, engagement, and retention. Through training/development experiences, collaboration, and curation of resources/tools, we use a data-driven, employee/team-centered approach to make an impact.

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### EMPLOYEE & TEAM DEVELOPMENT

We partner with individuals and groups via coaching, self-directed learning, communities of practice, project teams, retreat planning, meeting/team facilitation, design sessions, etc. to **develop world class staff and teams** through online, blended, social learning, and classroom based delivery.



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### ORGANIZATIONAL DEVELOPMENT



We partner with leaders to optimize performance and increase effectiveness by assessing the **entire system** (people, processes, technology, structure, resources, etc.) to develop client-centered, data-driven solutions.

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### TOOLS & RESOURCES

We partner with employees and leaders/supervisors to identify and develop resources that are **accessible** and **applicable** to their work (performance management, on-boarding, etc.). We empower all employees to own their personal and team development and support them by curating and developing resources .



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### CAREER DEVELOPMENT



Through our Careers At Rice strategy and initiatives, we proactively offer assessment, coaching, networking, planning and development opportunities (workshops, small group coaching, etc.) for staff members in order to **build capacity** and **retain** talent.