



ROOTED IN LEARNING

HR EMPLOYEE LEARNING AND ENGAGEMENT



March 2024

Creating a Thriving Workplace Culture

In the world of work, the one thing we all experience each workday is culture. It doesn't matter if we're in person, remote, or hybrid, workplace culture is a constant when we're "on the clock." [Forbes](#) describes workplace culture as, "the shared values, belief systems, attitudes and the set of assumptions that people in a workplace share." The article goes on to showcase many benefits of fostering a thriving workplace culture, such as boosting moral, productivity, and retention.

This week we wrapped up a two-part series on psychological safety, a construct that plays a critical role in cultivating thriving workplace cultures. During the series we leaned on this definition of thriving: *growing, developing, prospering, and continuously being successful in an environment of rewarded vulnerability*. According to Dr. Timothy Clark (author of *The 4 Stages of Psychological Safety*), when psychological safety is fostered, employees feel included, safe to learn, safe to contribute, and to challenge the status quo-- **all without fear of being**

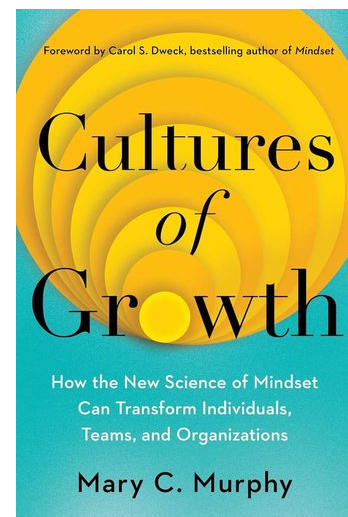


The Editor's Pick

Featured Book:

NEW RELEASE

[*Cultures of Growth* by Dr. Mary C. Murphy](#)



Self-Paced Learning

Featured Skillssoft Course:

[*The Reality of Being a First-time Manager*](#)

embarrassed, marginalized, or punished in some way. In other words, they THRIVE! Thriving at work is not only rewarding for employees, it comes with added benefits, such as enhancing collaboration, innovation, belongingness, and the excellence we strive to achieve and maintain in great places to work.

While the onus of creating and maintaining psychologically safe, thriving workplace cultures is mostly on leaders, we all have a part to play. Behaviors we might observe in thriving workplace cultures include:

- Collaboration
- Engagement
- Confidence
- Risk-taking
- Creativity & Innovation
- Resilience
- Manageable stress

Reflection: In what ways do you take ownership of creating a psychologically safe workplace culture in which others can thrive?

On behalf of the HR ELE team, happy learning!

TaShunda Franklin, Editor

Upcoming Learning

Microlearning Monday: A Bi-Weekly Boost of Knowledge (Topic TBA)

- *April 1 - Topic: Mindfulness and Empathy | 11:30AM-12PM (Virtual)*
- *April 15 - Topic: Work-life balance, integration, and harmony | 11:30AM-12PM (Virtual)*

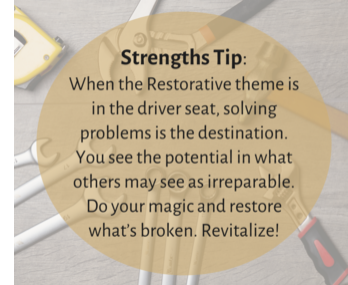
Atomic Habits

- *April 9 | 2:30PM-4PM (On Campus)*

The Coaching Lab: A 3-Part Series for Building Coaching Skills (Rescheduled)

- *April 16, 23, & 30 | 1PM-3:30PM (Virtual)*

Conversation Circles: A Series for Managers and Leaders



Virtual Learning

Featured Lyra Learn

Course: [Arab, Middle Eastern, and North African Experience in America](#)

4/3/2024, 11am-12pm CST

(Customer Code for new Lyra Learn registrants: #vanderbilt511)

Requests for Learning Experiences

Learn more about what's available and how to submit a request by clicking below:



- *March 28 - Topic: Creating a Culture of Learning and Growth on Your Team with HR Consulting | 1PM-2PM CST (Virtual)*
- *April 17 - Topic: A Discussion on Screening Resumes, Interviewing, and Hiring with HR Consulting and Talent Acquisition | 1PM-2PM CST (Virtual)*

Got something you'd like to share? Add your ideas, comments, or suggestions anonymously [here](#).



Learn more about upcoming experiences and register by clicking the button below.

Register Today!

Campus Partner & Community Opportunities

The Margaret Cuninggim Women's Center Presents - Period: The Real Story of Menstruation

Speaker: Kate Clancy, Professor of Anthropology, University of Illinois

- **Date/Time:** Thursday, March 28th, 4PM CST
- **Location:** Buttrick, Rm.101



Click the logo to RSVP --->



Applications are now being accepted through April 30th for Business of VU's Eighth Cohort

Topics covered during the program include: VU governance, global impacts on higher education, economics, fundraising, and innovation.

- **Date/Time:** Bi-weekly on Thursdays, 3PM-5PM CST
- **Location:** On Campus (Details to come)

Apply for Business of VU [here](#). Know someone who might be interested? [Nominate a peer](#).

To learn more about the upcoming Business of VU opportunity, please visit [MyVU](#).



The Vanderbilt Staff Mentorship Program returns for Summer '24

The Vanderbilt Staff Mentorship Program (VSMP) fosters professional and career growth for employees, sparks connections and offers access to potential mentors, creates chances for mentoring relationships to grow organically and fosters an ongoing mentorship culture throughout the university.

Here's what participants are saying:

"The benefit of VSMP was forming me to take devoted time out to prepare for meaningful conversations about my future and my professional development and then engage with someone positioned to guide me. We so rarely prioritize ourselves and I like that this program requires that and then gives you an established professional to help pour into you in ways you don't even realize you need." - Dr. Jeremy Bourgoin, Director of Student Accountability, Mentee

"It was helpful to me as a mentor to share my experiences and give encouragement to my mentees. We all experienced similar experiences in our careers- being that sounding board and offering recommendations was truly rewarding for me." - Mentor

Applications are now open and will be due on **May 13th at 11:59PM**. To learn more about the upcoming information session and other important details, visit the [Vanderbilt Staff Mentorship Program webpage](#).

*The Employee Learning and Engagement (ELE) team **unlocks the potential of every Vanderbilt employee** by offering innovative and meaningful learning experiences, creating space to foster conversations and connections, and encouraging a culture of learning and growth.*

*Our vision is for every employee to feel **connected and integral** to Vanderbilt's mission, **empowered** to invest in themselves and succeed in their role, **engaged** in the campus community, and **inspired** to design their best future.*



Website: hr.vanderbilt.edu/ele | **Email:** ele@vanderbilt.edu

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