

People, Culture & Belonging Division
FY24+ Strategy

Preamble

In an era where disruption is the new normal, Vanderbilt University stands at the crossroads of transformation. Confronted with global shifts, digital revolutions, and evolving demographic demands, we face the challenge head-on. Our response? The People, Culture, and Belonging Division's long-term strategy: a deliberate, data-driven, and human-centric approach to crafting a staff experience that not only navigates the waves of change but sets us apart in excellence. This strategy is not by chance but a conscious effort to redefine excellence in higher education and go beyond, ensuring Vanderbilt remains a destination for top talent and innovative leadership in an ever-shifting landscape.

People, Culture & Belonging Division



48-month and beyond roadmap towards effectively embodying our beliefs and fueling our mission

**FY
2024**

Harmonize PCB & Enhance Operational Excellence

Refine PCB operations across people, processes, technology, and communication to improve overall employee experience.

**FY
2025**

Establish Staff Connection & Capacity

Anchor in AI+data driven solutions to create a vibrant and supportive environment, focusing on significant moments that matter across the staff lifecycle, from pre-onboarding to off-boarding.

**FY
2026**

Enhance Staff Capability and Community

Enhance our Professional, Leadership, and Technical Development and Performance Management initiatives focusing on pivotal development and leadership moments that matter; targeting key career transition points for holistic staff growth and satisfaction.

**FY
2027**

Strengthen Credibility & Coaching

Strengthen innovation and collaboration, enhancing leadership through targeted coaching circles, and fostering cross-functional engagement

**FY
2028+**

Sustained Engagement & Continuous Improvement

Streamline evaluation of past efforts through data analysis, enhance interdepartmental communication for feedback and needs alignment, and continuously update the Talent Marketplace, career development, Performance Management and staff support for effective growth and transition management

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Plan of Action & Milestones

FY24

- Onboarding Revamp: Launch an enhanced onboarding for 100% new staff enrollment by Q4.
- Wellness Program: Initiate a comprehensive well-being program for a healthier workplace.
- Strategic Focus: Execute a targeted short-term strategy for PCB division and talent management.
- Benchmarking HR Model: Develop and align HR practices with global standards for People, Culture, and Belonging

FY25

- Vanderbilt Learning Innovation Hub: Enhance engagement by focusing on crucial lifecycle moments that matter.
- Talent Marketplace: Align skills with opportunities, highlighting key career moments that matter.
- Job Architecture: Define clear pathways and frameworks for employee growth.

FY26

- Targeted Development & Performance Management : Refine and amplify Professional, Leadership, and Technical program to highlight and develop key growth moments.
- Global Talent Strategy: Integrate Talent Strategy with Succession Planning for effective navigation and leverage of career transitions.
- Career Pathway Optimization: Enhance Job Architecture for clear career advancement, emphasizing developmental milestones and organizational impact.

FY27

- Staff Venture Incubation: Collaborate with the Wond'ry to incubate staff ventures, encouraging innovation.
- Cross-functional Teamwork: Foster teamwork across departments at crucial project milestones.
- Leadership Coaching Program: Enhance coaching to develop leadership skills and growth mindsets, focusing on key decision-making moments.

FY28+

- Talent Marketplace Evolution: Adapt the Talent Marketplace to meet evolving business and employee needs.
- Ongoing Talent Assessment: Regularly refine Talent Marketplace and career growth opportunities.
- Lifecycle Support Strategy: Continuously improve strategies for key lifecycle moments, supporting employees from entry through leadership transitions.

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Going Beyond: Building on a legacy of good and shaping Vanderbilt as Destination for Top Talent

PROBLEM

- Inefficiencies in PCB fundamentals affecting talent and employee development.
- Complex SOPs and insufficient focus on EDI.
- Lack of strategic balance and clear communication of future vision.

CHANGE

- Streamline PCB processes and focus on enhancing career mobility and equity.
- Simplify SOPs and increase integrated EDI focus
- Balance visionary ideas with practical delivery and improve future vision communication.

EVP

Employee Value Proposition

- Strategic Vision and Communication
- Efficiency and Clarity in Operations
- Streamlined Processes
- Tailored L&D Programs
- Modernized Performance Management
- Enhanced Career Mobility
- Inclusive Culture
- Supportive Work Environment
- Democratized innovation, opportunity and access