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**EDITOR'S
REFLECTIONS**

LAUNCHES & UPDATES

**INVEST IN YOURSELF: FIVE
KEYS TO PROFESSIONAL
GROWTH AND SUCCESS**



VANDERBILT
People, Culture and Belonging

Vol 1.4

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INVEST IN YOURSELF

EDITOR'S REFLECTIONS

Today marks six months at Vanderbilt, filled with inspiration, learning, and radical collaboration. Thanks to the generosity of many of you, I've explored various departments, gained insights into our university's history, traditions, and operations, shared our 48-month strategy, and engaged with staff through office hours, roadshows, and strategic discussions. Your dedication shines brightly and fuels our mission. Thank you for all you do each day.

In these uncertain times, our core values—belonging, self-direction, collaboration, and growth—keep us grounded and focused. As we look forward to the Paris 2024 Olympics, I see a strong connection to our values. The Olympics blend sport, culture, and education, emphasizing excellence, respect, and friendship. These principles align perfectly with our commitment to your professional development and growth.

Belonging: The Heart of Our Community - Just as the Olympics bring together diverse nations, belonging is central to Vanderbilt. When everyone feels valued, we create an environment where we all thrive. By investing in our skills and knowledge, we ensure every contribution matters. Our new Wellbeing Champions program invites you to become ambassadors, promoting awareness, education, and engagement, fostering a sense of belonging.

Self-Direction: Navigating Your Professional Journey - Olympians are driven by self-direction, taking charge of their training and goals. We encourage you to take charge of your professional development, explore your interests, and pursue your passions. Our reimagined onboarding experience, Vanderbilt Voyage, represents each staff member's journey—setting sail at Vanderbilt and exploring endless possibilities.

Collaboration: Strengthening Our Community Through Unity - Olympic success relies on teamwork, highlighting the power of collaboration. Professional growth flourishes through the exchange of ideas and knowledge. Together, we achieve more, fostering a vibrant university community. Our new Vanderbilt Staff Athletics League, "Staff-Letics," embodies this commitment, promoting community, camaraderie, and belonging among our staff.

Growth: Embracing Lifelong Learning - Olympians continually strive for excellence, mirroring our commitment to growth. At Vanderbilt, growth is a continuous journey. We embrace lifelong learning, keeping us adaptable and forward-thinking. Our Learning Hub in Oracle, with over 45,000 courses in 45+ languages, supports this commitment, helping you realize your full potential.

Just as Olympism's values of excellence, respect, and friendship build a better world, our core values—belonging, self-direction, collaboration, and growth—drive professional development and fuel Vanderbilt's mission to bring out the best in humanity. Embracing new skills, fresh experiences, and continuous growth shapes an innovative, future-proof workforce—this is "gold." Together, we create a thriving community where everyone contributes meaningfully and drives our shared success.

It's Our Moment

Sydney

TEAM SPOTLIGHT

Meet our Pilot Wellbeing Champions

We are proud to introduce our Pilot Wellbeing Champions! These individuals have shown exceptional commitment to health and wellbeing and we are confident they will inspire and support their colleagues in achieving a healthier lifestyle:

Jeremy Crantek, Facilities

Ashley Eimers, Facilities

Lindsey Ganson, DofA

Charity Hasty, School of Engineering

James T. Keen, Arts Libraries & Global Engagement

Miriam Leibowitz, Public Safety

Ally Mason, Development and Alumni Relations

Adam Morgan, Information Technology

Morgan Morris, Student Affairs: Dean of Students

Tanish Newell, Facilities

Allie Noote, School of Nursing

Patricia Parker, People, Culture and Belonging

Darlene Pope, SOM: Basic Sciences

Maria Portelli, Business Services

Kallea Reeves, Public Safety

Donna A. Smith, Communications

RC Stabile, SOM: Basic Sciences

Emily Svennevik, Business Services

Lori Ungurait, Facilities

Over the coming months, our Pilot Wellbeing Champions will undergo specialized training to equip them with the knowledge and tools needed to support their peers effectively. They will collaborate closely with the COE Health, Wellbeing and Belonging, promote and provide feedback on our wellness programs and help foster a greater culture of workplace wellbeing across the university.

Please join us in congratulating our Pilot Wellbeing Champions and supporting them in their new roles!
See upcoming launches for more information!

ONLINE NEWSPAPER ACCESS

All Vanderbilt University students, faculty and staff can create accounts to access the Wall Street Journal, the Financial Times, and the New York Times. This access is being sponsored by the Library to provide the Vanderbilt community with relevant and credible sources for news and business information. This will also allow you to download mobile applications, providing access to news on the go.

You can use these accounts to:

- Research topics relevant to your courses and careers
- Save and share pertinent articles with other students
- Follow companies and industries that interest you
- Track real-time stories and trends

Did you know?

Empowerment | Rejuvenate | Community

[See all available subscriptions.](#)

UPCOMING EVENTS & LAUNCHES

VOTE ON OUR CHATBOT NAME!

DATE: JULY 31 - AUG 16

Thank you for all the name suggestions! Here are our top five!

1. Quincy
2. Clara
3. Conroy
4. Lucy
5. Cory

[Vote on your favorite!](#)

WELLBEING CHAMPIONS

DATE: FALL 2024

We are also thrilled to announce that a full launch of our Well-Being Champion Program will take place in the Fall, with applications open to all full-time faculty and staff members at that time. Stay tuned for more details on how you can participate!

What's Next?

Over the coming months, our Wellbeing Champions will undergo specialized training to equip them with the knowledge and tools needed to support their peers effectively. They will also be involved in planning and promoting wellness activities, as well as providing feedback on our wellbeing programs.

We believe that the Wellbeing Champion Pilot Program will play a crucial role in enhancing our overall workplace wellness and we are excited to see the positive impact it will have.

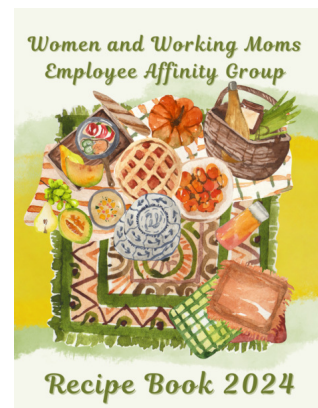


WOMEN AND WORKING MOMS EAG COOKBOOK

DATE: JULY 1

Lana Hefner, along with Penny Baga, leads the Women and Working Moms Employee Affinity Group. For June, they organized an inclusive activity for all members, regardless of their work status or vacation plans. Penny proposed the idea of collecting recipes from group members to create a digital cookbook. Lana, who enjoys designing, had a great time using Canva to bring the cookbook to life. They also incentivized participation by entering each recipe contributor into a prize raffle.

The cookbook is available on Box, and interested members can request access by emailing Lana at ana.hefner@vanderbilt.edu.



PROJECT PULSE

Major PCB project updates

PROJECT POLARIS

Look for a new website soon that will keep you informed of our completed milestones

Over the next 11 months, our People Experience team will engage key leaders to ensure that our skills-based job architecture is tailored to our diverse workforce. We will collaborate with key partners to set clear goals for our change initiatives, tailoring and monitoring outcomes to support our staff throughout this significant transition. This collaborative approach will optimize change resources and ensure the success of Project Polaris.

VANDERBILT VOYAGE

Vanderbilt Voyage Day One in-person experience has moved from Alumni Hall to the Kissam Multipurpose Room, located on the second floor of the Kissam Student Center.



PROJECT KAIZEN

PMO Blueprint Approval and Pressure Testing

A best-in-class Project Management Office (PMO) blueprint for Project Kaizen has been reviewed and approved by the PCB Leadership team and the Project Kaizen work group. This milestone marks an important step forward, as the team can now pressure test the blueprint against a current PCB project. By doing so, they aim to validate the viability of the processes and ensure a seamless integration with the organization's existing project management practices.

New Standard Operating Procedures (SOPs)

Templates In support of Project Kaizen, the team is creating a set of templates for standard operating procedures (SOPs). These templates will provide a consistent and efficient structure for documenting best practices, procedures, and guidelines across the organization. The templates will include provisions for incorporating procedural tips and tricks, as well as links to relevant support materials.

Innovative Automated Intake

To streamline the capture and evaluation of new innovation suggestions and requests, a central in-take process is being established. This new system will provide a standardized method for submitting ideas, allowing the Project Kaizen work group to assess, prioritize, and allocate resources more effectively. The in-take form will incorporate additional details, such as budget status, expected impact, and executive sponsorship, to support the decision-making process. By establishing a solid foundation, developing supportive tools, and implementing a centralized in-take system, the team is positioning the initiative for long-term success.

PROJECT PULSE

Major PCB project updates

FUTURES LEARNING HUB

The Futures Learning Hub provides timely, relevant skills and knowledge you need to excel in your role and achieve your career aspirations. Enhance your business acumen, explore creative fields, or master new technologies with our curated courses.

Our core values—Belonging, Self-Direction, Collaboration and Growth—drive this innovation. The Learning Hub now offers courses in:

- Leadership & Management
- Safety & Compliance
- Technology
- Wellness
- Business Skills
- And more

How to Access the New Content

Enter the [Learning Hub](#) to find Featured and Recommended content in the Browse Learning Items Tab. Use the Search tab to explore the full catalog, and My Learning to find your enrolled courses.

The screenshot displays the Vanderbilt University Learning Hub interface. At the top left is the Vanderbilt University logo. The main header is 'Browse Learning' with a 'Topic Index' button on the right. Below the header is a navigation bar with tabs: 'Featured', 'Recommended', 'Business Skills', 'Environmental Health & Safety', 'Information Technology', 'Legal and Compliance', and 'Productivity and Collabora'. The 'Featured' tab is active. The main content area features a large banner for a 'Featured' course: 'TED Talk: Chimamanda Ngozi Adichie's "The Danger of a Single Story"'. Below this banner is a section titled 'Featured courses' with four course cards: 'Skills for Your First 90 Days as a New Manager', 'Oracle Cloud - Reporting 101', 'TED Talk: Chimamanda Ngozi Adichie's "The Dang...', and 'Coaching Yourself through the Ambiguity of Leading'. At the bottom of the page is a navigation bar with 'Browse', 'Search', and 'My Learning' options.

INVEST IN YOURSELF: FIVE KEYS TO PROFESSIONAL GROWTH AND SUCCESS

Mike Vietri, Forbes Councils Member

A 2020 report by the World Economic Forum calculated that almost half (44%) of the skills people need to do their jobs will change by 2025. As technology progresses rapidly and the economy remains unstable, having diverse skills can only benefit you.

In a previous article, I explained how focusing on learning and development can boost your bottom line. Now, I'll discuss how you can take ownership of your work this year with just a few simple actions.

As you focus on your own development, I recommend you also challenge yourself to think about and fully understand your customers' needs, identifying ways you and your teams can serve them more holistically. That doesn't mean everyone has to be an expert in every product line, but you should push yourself to expand and provide more diverse solutions.

Taking Ownership of Your Career

There's no single way to support your own personal and professional development. We each create our own paths. Here's a little advice I've learned that can help you take ownership of the evolution of your career.

1. Surround yourself with people you'd like to emulate and learn from.

I've found that one of the most effective ways to grow—personally and professionally—is to surround yourself with inspiring individuals. Engage in meaningful conversations, attend networking events and join professional organizations to connect with like-minded individuals who can serve as role models and sources of inspiration.

2. Don't wait for others to invest in you.

You may have to spend your time on continuing education before seeing results. This could involve taking courses, enrolling in workshops or earning certifications to enhance your skills and knowledge. By taking the initiative to learn and develop, you'll demonstrate a commitment to your growth and increase your value as a professional



INVEST IN YOURSELF: *FIVE KEYS TO PROFESSIONAL GROWTH AND SUCCESS*

Mike Vietri, Forbes Councils Member

3. Engage a mentor and be receptive to coaching

Find a mentor in your organization or industry who can provide valuable insights, advice and support. A mentor can offer guidance based on their experiences, help you navigate challenges and provide a fresh perspective on your professional journey.

Be open and receptive to coaching, as constructive feedback can be very valuable when identifying areas for growth and improvement.

4. Set clear goals and create a roadmap

Take the time to define your long-term career goals and break them down into smaller, actionable steps. Create a roadmap outlining the skills, experiences and milestones you need to achieve. By setting clear goals and regularly reviewing your progress, you can take ownership of your career trajectory and make intentional decisions that align with your aspirations.

5. Step outside your comfort zone

Look for opportunities to take on new projects, lead initiatives or volunteer for cross-functional teams. Embrace challenges that push you to learn and grow, even if they initially seem daunting. By actively seeking out new experiences, you can expand your skills, gain valuable insights and demonstrate your willingness to take ownership of your professional development.

Embrace these strategies and empower yourself to continuously evolve and thrive in your career while pushing those on your team to strive for the same heights. Be passionate about what you do, knowing that the sky's the limit, and you just might find there's no cap on your potential.





VANDERBILT
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