

UHR Engagement Group - 22 Sept 2023

This padlet is created to collect the thoughts and insights from discussions at the UHR Engagement Group meeting for sharing with wider UHR membership

Attraction and Induction through the Engagement Lens

↻ **Add here any key points from your breakout group**

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Anonymous 9/22/23 9:42AM
Conscious of not over-surveying new staff at the start of term - looking at tracking engagement via mandatory training in 1st 6-months as a possible alternative

↻ **defining the Lifecycle then the journeys sit within each section to help clarify what happens at each stage and where engagement needs to be considered**

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↻ **Identifying key 'listening posts' through the colleague journey, one of which will be onboarding**

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↻ **Candidate experience**

I'm interested in the 'candidate experience' perspective: do colleagues approach unsuccessful candidates as well as those who are made an offer?

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Anonymous 9/22/23 9:53AM
I think our recruitment team invite unsuccessful candidates to share feedback - although not sure of the uptake on this

Anonymous 9/22/23 10:42AM
We have looked at unsuccessful candidates feedback and it's been helpful. Plan to use the data in our Recruitment and employee experience project.

Re-inducting and Re-onboarding for the new Academic year

↻ **Add here any key points from your breakout group**

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engagement depending on tenure

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Anonymous 9/22/23 9:51AM

one of the 'personal details' we split our annual survey by is length of service to identify differences between new starters and more established staff. Interesting to analyse through this lens

Repeating "survey about surveys"

⇒ **Please vote on the specifics of the information that would be helpful for you to have for benchmarking purposes and add any extra questions you feel are necessary.**

Please note that the complexity of collecting and analysing responses will determine whether it can be included due to resource limitations

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⇒ **Describe current survey model**

Responses would cover single annual survey, single bi-annual survey, pulse survey model (1-2 per year), pulse survey model (3-4 per year), Mixed Model, Other

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Anonymous 9/22/23 10:51AM

Could also use mood pulse. Generally a one question single response to "how are you feeling?". Responses can be smiling faces or thumbs up and down.

⇒ **How do you manage the survey data?**

Responses would cover external provider, internal survey, Other. If the answer is internal survey, what systems are you using i.e. MS Forms/Survey Monkey/Other.

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Anonymous 9/22/23 10:16AM

Frequency is a popular question to ask

Anonymous 9/22/23 10:26AM

What scale do you use?

Anonymous 9/22/23 10:27AM

Do you have a 'don't know' option as well as a 'neither agree or disagree'

⇒ **If external - who is your provider?**

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Anonymous 9/22/23 9:45AM

People Insight

Anonymous 9/22/23 9:58AM

People Insight

Anonymous 9/22/23 10:01AM

OC Tanner and Robertson Cooper

Anonymous 9/22/23 10:12AM
Culture Amp

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↩ **Do you use the UCEA benchmark questions?**

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Anonymous 9/22/23 9:58AM
No

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↩ **Benchmarking**

Would be helpful to revisit this and explore the question about consistent benchmarking data across the sector: questions, positive/neutral/negative results etc

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