PROFESSIONAL DEVELOPMENT

2021 UVA Benefits Open Enrollment & Well-Being Expo
Oct. 5–16

To ensure health and safety during this unprecedented time, UVA HR will be holding virtual benefits presentations, a town hall for expanded information from FEAP, Hoos Well, and regarding retirement considerations, as well as a well-being expo! These events will take place the first two weeks of October through Zoom! Learn about benefits changes and ask questions from the comfort of your home with no RSVP required.

To receive a Zoom link to attend, click on a presentation date and register!

Oct. 1 - VIRTUAL PRESENTATION, 3pm
Oct. 5 - OPEN ENROLLMENT PERIOD OPENS
Oct. 5 - VIRTUAL PRESENTATION, 9am
Oct. 7 - VIRTUAL TOWN HALL, 12pm
Oct. 9 - VIRTUAL PRESENTATION, 1pm
Oct. 14 - VIRTUAL PRESENTATION, 11am
Oct. 16 - OPEN ENROLLMENT PERIOD CLOSES

Virtual Benefits & Well-Being Expo
AVAILABLE Oct. 5-16!
Earn points for every virtual booth you visit - the more points you earn, the greater the chance of winning prizes!

*You must register for an account in the Virtual Expo in order to win a prize.

Even if you do not want to make any changes to your health, dental, or vision plans, you will still need to re-elect the FSA and HSA programs for 2021 during Open Enrollment.

2020 elections for FSAs and HSAs will NOT automatically carry over.
The Employee's Guide to Sustainability
Time to Complete: 50 minutes
Companies around the world view sustainability as a strategic imperative. Learn about how personal and collective sustainability actions can help solve the biggest challenges of our lifetime and discover how you can support sustainability initiatives in your organization.

Recharge Your Energy for Peak Performance
Time to Complete: 51 minutes
Our ability to be productive and perform at work is not based on the time we spend on each task, but the energy we bring to the time we have. In this course, learn how to boost your productivity by managing your energy more effectively. You will discuss why energy management is crucial to your professional success, tips for anchoring your attention to what matters most, and how to create a high-energy culture at work by energizing time management and seeking out quiet spaces and recharge stations in your environment.

Tech Sense
Time to Complete: 36 minutes
What makes a technology go from innovative to indispensable? How do you know if you're making a smart investment—or following a passing fad? Tech Sense evaluates the latest developments in hardware, software, security, and cloud computing and their impact on you.
LEADERSHIP CONNECTION

Design Thinking for the Greater Good by Darden School of Business
Time to Complete: 8 hours
Learn more about how design thinking, a human-centered approach to problem solving, can help you truly understand an issue, generate ideas worth testing and iterate to find solutions that make a real difference. Through global stories from areas as diverse as government, health care, and education, we’ll show you the tools, techniques and mindset needed to use design thinking to uncover new and creative solutions in the social sector.

Foundations of Business Strategy by Darden School of Business
Time to Complete: 9 hours
Develop your ability to think strategically, analyze the competitive environment, and recommend firm positioning and value creation. In this course, developed at the Darden School of Business at the University of Virginia, top-ranked faculty will help you explore the underlying theory and frameworks that provide the foundations of a successful business strategy and provide the tools you need to understand that strategy: SWOT, Competitor, Environmental, Five Forces, and Capabilities Analyses, as well as Strategy Maps.

Building and Leading Effective Teams by MIT Open Courseware
Time to Complete: (5) 8 hour sessions
This course is an intensive one-week introduction to leadership, teams, and learning communities. The class serves as an introduction of concepts and uses a variety of experiential exercises to develop individual and team skills. As part of the focus on leadership, it discusses the idea of the "Universe Within", the images, thoughts, and experiences that are internal to all leaders.
Finding ways to effectively lead diversity efforts is often seen as the grand challenge for today's leaders, particularly when you consider the complexity of a global workforce. In this course, join Stefanie Johnson as she discusses the benefits of diversity in general, and shares ways that organizations can enhance diversity and inclusion in different cultural contexts.

Diversity and Inclusion in a Global Enterprise
Time to Complete: 53 minutes

Finding ways to effectively lead diversity efforts is often seen as the grand challenge for today's leaders, particularly when you consider the complexity of a global workforce. In this course, join Stefanie Johnson as she discusses the benefits of diversity in general, and shares ways that organizations can enhance diversity and inclusion in different cultural contexts.

Women Helping Women Succeed in the Workplace
Time to Complete: 24 minutes

From sexual harassment, to social conditioning toward perfectionism, to simply being taken seriously by men, women are still in the position of having to fight for what they deserve. This course is a roadmap to self-advocacy and career success.

Women—and their male allies—can learn how to advocate for raises, build self-confidence, convey executive presence, and stop sexual harassment. Aspiring board members can also learn why it’s important to stay true to yourself: your unique perspective is an asset, not a liability.
OHS TRAINING UPDATE:
The Future of OHS Training and Virtual Sessions

OHS is developing new methods to deliver safety training, to operate within UVA's newest COVID-19 guidelines. OHS is working with Occupational Training to move select training classes to virtual & online sessions using Zoom & learning modules through Workday, along with new ways to streamline the record-keeping process.

Trainings successfully completed through Zoom or Workday:
- Bloodborne Pathogens (BBP)
- Bloodborne Pathogens Refresher
- Hearing Conservation
- Hearing Conservation Refresher
- Respiratory Protection New User
- Electrical Safety
- Lockout Tagout (LOTO)
- Powered Air Purifying Respirator (PAPR)

Forklift Operator, Fall Protection Authorized Person, Confined Space Entry, and First Aid/CPR/AED are coming soon (and more classes will continue to be added).

What do I need to do?

Supervisors:
- Become familiar with the virtual process and assist employees who may not be familiar with computers, logging-in, Zoom, or access to Workday.
- Provide access to employees who may not have an individual device (i.e., using a shop computer).
- Provide adequate time and space/physical distancing, along with following FM's COVID-19 protocol, so employees are able to participate safely in their assigned training sessions.
- Be supportive in finding solutions.

Employees:
- Communicate your concerns with your supervisor and assist in finding solutions.

Please reach out to fm-ohs@virginia.edu with questions or to request accommodations.

ONBOARDING

FM Onboarding SharePoint Form v5.0

Available this month!

Streamlined process with direct links for all new hire requests!

Stay tuned for more information on v5.0 rollout!
"Joyful education," or the act of **learning new skills for the sake of learning**, has been shown to have significant impacts on things like our learning speed, how we make connections between skill areas, how we adapt to change, and even our brain health! Check out this section every month for interesting educational finds that are purely for fun and entertainment.

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**Piano Lessons: 1. Fundamentals**

**Time to Complete:** 111 minutes

Learn how to play piano. Watch at your own pace while you learn fundamentals like reading sheet music, finger placement, and posture, and practice playing melody and rhythm with the right and left hands.