JOIN THE JOURNEY

UNT SYSTEM | UNT | hsc | UNT DALLAS

Creating a Values Based Culture

UNT SYSTEM™
Organizational Development & Engagement

Group Activity

Task: Identify up to 3 personal values

How to: Choose one of three options

1 Join by Computer

Click the link in the Chat

2 Join by Smartphone

1. Text RMARKMILES236 to 22333
2. Click **Get started**
3. Click **I'm a participant**
4. Enter RMARKMILES236 for the username

3 Join by Smartphone camera

UNT SYSTEM™

Chancellor Michael R. Williams

The UNT System Vision

By 2026 the UNT System is one team, values-driven and customer-focused, with an emphasis on excellence, curiosity, and innovation.

WHY… *Build a Unified Values-based Culture?*

1. Build a true sense of one organization and one team.
2. Grow as one team: engage, support, and unify our people.
3. Attract and retain the best faculty, staff, and students.
4. Sustain a high level of excellence in education, research, philanthropy, and performance.
5. Always contribute to the communities we serve.

~ Chancellor Michael R. Williams, August 2, 2022

Campus Challenge

- Find a way to get involved.
- Take this message and share with your teammates.

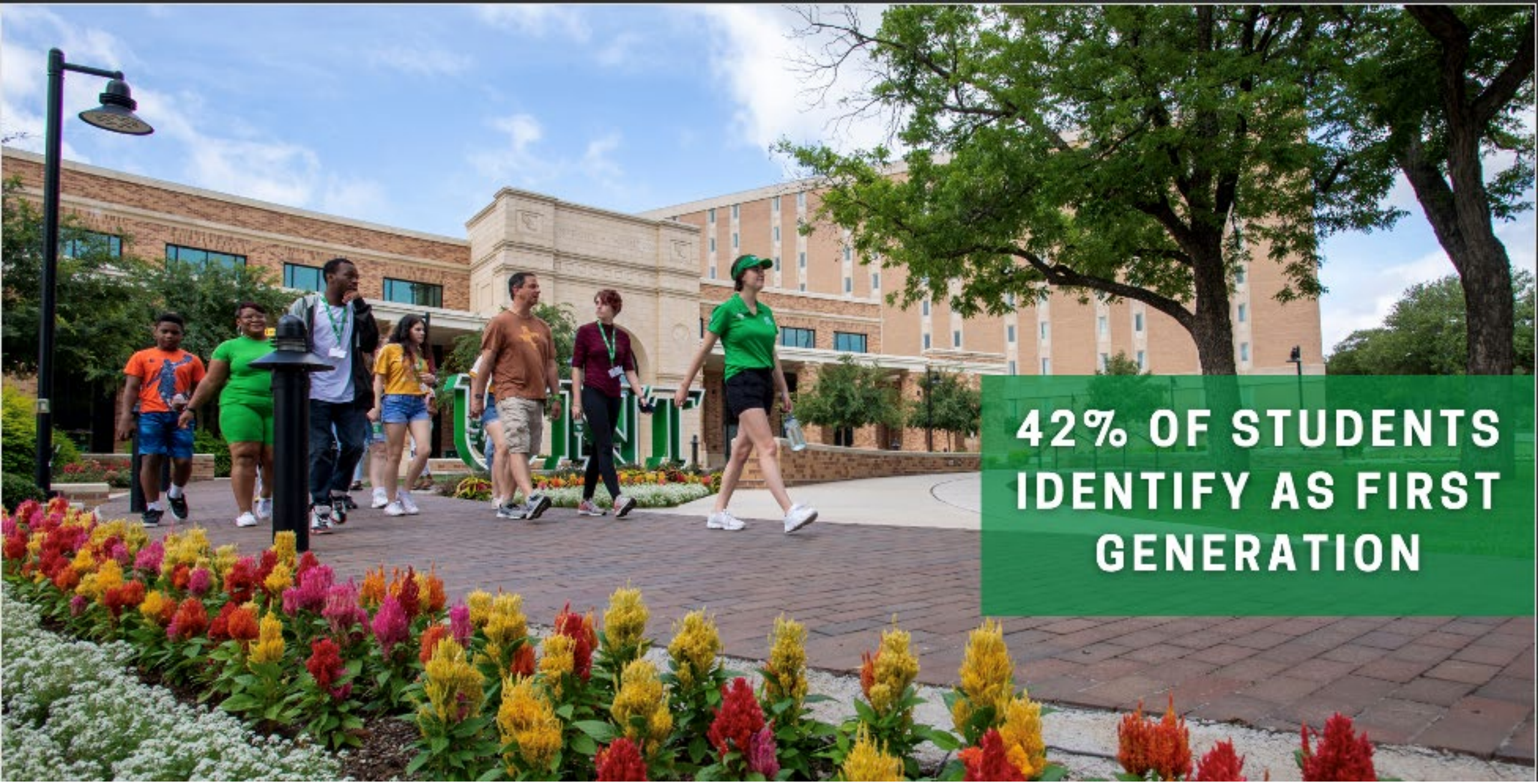
President Neal Smatresk

UNT is committed to building a values-based culture that achieves our mission at the highest level.

44,000 STUDENTS

Our values journey will help unify our campus and recognize how we better support and serve our students, each other, and the community around us.

HISPANIC-SERVING AND
MINORITY-SERVING INSTITUTION


42% OF STUDENTS
IDENTIFY AS FIRST
GENERATION

As we identify and honor our values we can:

1. Engage and retain more students, faculty, and staff
2. Celebrate a vibrant and supportive campus culture
3. Help our community build a better workforce

These activities will help our reputation grow.

COMMUNITY
BUILDING

CLIMBED 32 PLACES IN TIER ONE RANKINGS

What unique contributions does UNT bring to the Values Journey?

- Caring for our students and for each other has always been our top value
- Our excellence in Carnegie rankings, social mobility, and comprehensive offerings has helped to establish UNT System as a major player in Texas and the nation
- Our successes are a reflection of the power of community, and as we flourish and grow, we serve our region better and the community in turn gives back to us.

hsc THE UNIVERSITY of NORTH TEXAS HEALTH SCIENCE CENTER at FORT WORTH

President Sylvia Trent-Adams

What is our campus commitment to the Values Journey?

- Fostering a values-based culture.
- Recruitment and retention using a values-based framework.
- Partnering with the UNT System to support the values journey.
- Incorporating a values-based culture in all activities related to our people, programs, and community engagement.

What does the Values Journey mean for HSC?

- Recalibrate our values journey as needed.
- Position ourselves better to deliver on our purpose and mission.
- Build and strengthen partnerships across the UNT System.
- Foster an environment where everyone can see themselves as part of the HSC community.

What are the possible outcomes for HSC?

- Well-trained health care providers and scientists who are effective, empathic, and exemplify behaviors of a values-based culture.
- A unified team, positioned to inspire others and deliver on our mission.
- Higher performance, higher student/patient/employee engagement, lower turnover and higher productivity.
- Stronger community engagement with partners and donors.

What unique value does our campus provide to the UNT System?

- A history of proving that a values-based culture is effective in improving engagement.
- Leadership in health care workforce development, research and health disparities.
- A commitment to partner with the UNT System to build a values-based culture across our System.
- A willingness to learn and grow on our values journey.

UNT DALLAS
UNIVERSITY OF NORTH TEXAS AT DALLAS

President Bob Mong

UNT Dallas Commitment to the Journey

What is our campus commitment to the values journey?

- 100% engagement by UNT Dallas community

At a Glance: The Values Journey at UNT Dallas

- What does the Values Journey mean for UNT Dallas?
  - Embracing one organization, one team culture
  - Creating a values-based culture
  - Increasing student success and persistence
  - Increasing numbers of “A” players
  - Developing a compensation plan for all employees
  - Heavy emphasis on STEM leads to significant enrollment growth
  - Creating new programs and certificates tied to high-need jobs
  - Inspiring philanthropy tied to vision of being a pathway to socioeconomic mobility
  - Our work is rewarded by increase in federal awards
  - Increasing institutional revenue grows as mission expands
  - Serving the common good
  - Developing a team of champions

UNT Dallas Possible Outcomes: People First

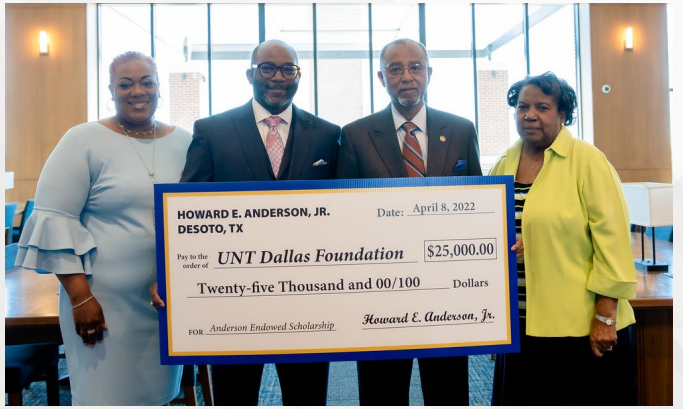
- Train more graduates for the new Texas economy by improving graduation rates and numbers
- Establish a career development plan for all employees
- Develop a compensation philosophy system wide

UNT Dallas Possible Outcomes: Academics & Research

- Enrollment growth
- Creation of new, high-quality programs and certificates to meet the workforce needs
- Recruit and retain expert faculty to support enrollment growth in new academic programs
- Increase STEM participation by diverse learners, especially at K-16 levels

UNT Dallas Possible Outcomes: Financial Strength

- Increase philanthropic giving by 10% annually for scholarships, endowment growth, and institutional pride
- Increase our portfolio of local, state and federal awards to diversify our revenue composition
- Increase institutional revenue by roughly 6% (enrollment growth) each year over the next 3-5 years to help produce a more durable and self-sustaining revenue base as enrollment approaches and exceeds 5,000



UNT Dallas' Unique Value

What unique value does our campus provide to the UNT System team?

- Paramount contacts in the greater metro-Dallas leadership community
- State leading outcomes around African-American & Hispanic graduates leaving with no or manageable debt
- Recognized as a top-5 Best Value Campus in Texas
- Serving a highly diverse population base from underrepresented communities

Peopleink

Questions We Will Answer

1. Why does a values-based culture matter?
2. What is culture?
3. How do you build a sustainable culture?
4. What is the process for your Values Journey?
5. What do we know about your culture?

Research about Organizational Culture

Source: Gallup 2017 State of the American Workplace (SOAW) Report

~ Gallup 2017 SOAW, p. 70

"Simply put, *engaged employees* produce better business outcomes than other employees – across industry, company size and nationality, and in good economic times and bad."

~ Gallup 2017 SOAW, p. 67

Competitive Advantage of Engaging Employees

GALLUP®

~ Gallup 2017 SOAW, p. 70

- **Higher Performance**
- **Higher Customer Engagement**
- **Less Turnover**
- **Higher Productivity**

WHEN COMPARED WITH BUSINESS UNITS IN THE BOTTOM QUARTILE OF ENGAGEMENT, THOSE IN THE TOP QUARTILE REALIZE **IMPROVEMENTS** IN THE FOLLOWING AREAS:

Source: Gallup 2017 State of the American Workplace (SOAW) Report

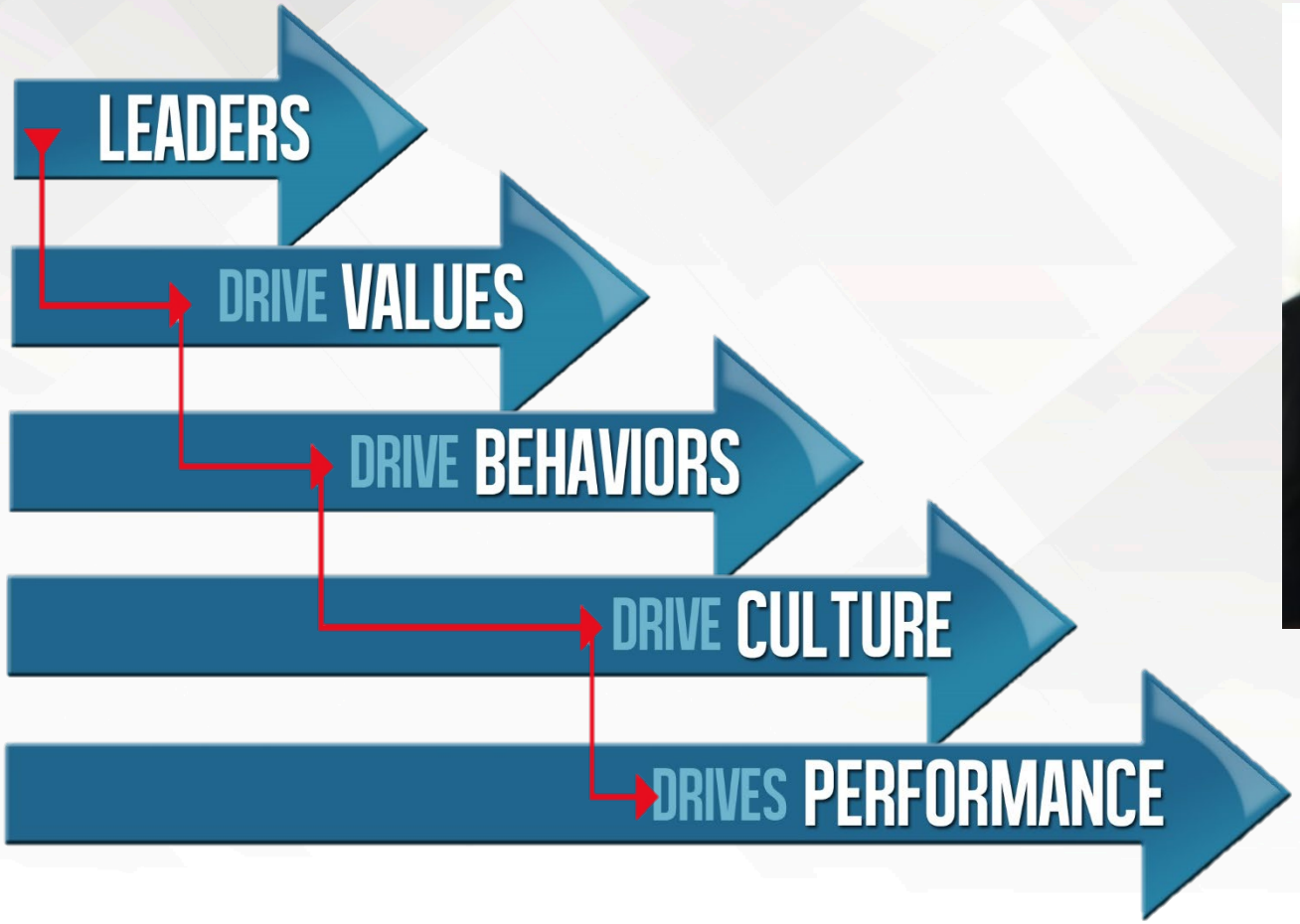
41% LOWER Absenteeism	24% LOWER Turnover (High-Turnover Organizations)	59% LOWER Turnover (Low-Turnover Organizations)	28% LESS Shrinkage
70% FEWER Employee Safety Incidents	58% FEWER Patient Safety Incidents	40% FEWER Quality Incidents (Defects)	10% HIGHER Customer Metrics
17% HIGHER Productivity	20% HIGHER Sales	21% HIGHER Profitability	

Definition of Culture

"CULTURE IS THE COLLECTION OF BEHAVIORS OF AN ORGANIZATION."

~ Ann Rhoades, PRES, People Ink
Author of ***Built on Values***

Keys to Building a Sustainable Culture

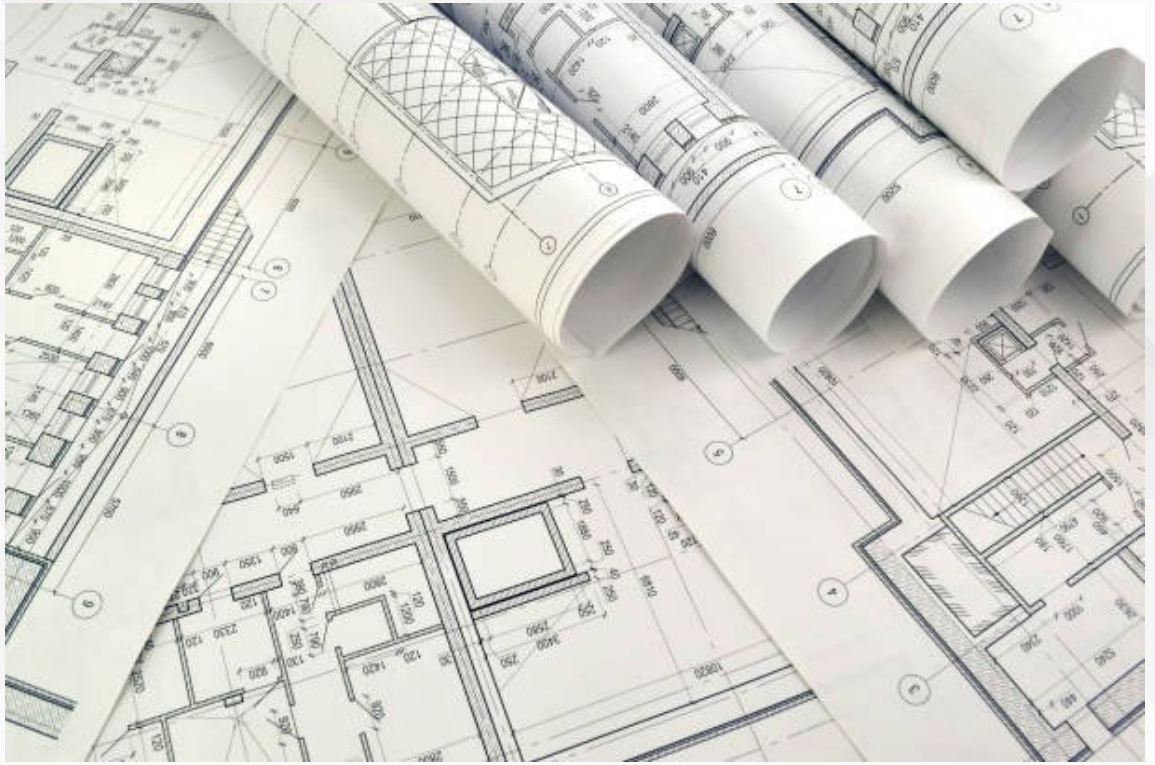


Leadership

Keys to Building a Sustainable Culture

Continuous Discipline

"CONSCIOUSLY DESIGN YOUR CULTURE - DON'T JUST LET IT HAPPEN."



Peopleink

BUILT on VALUES®

Culture System

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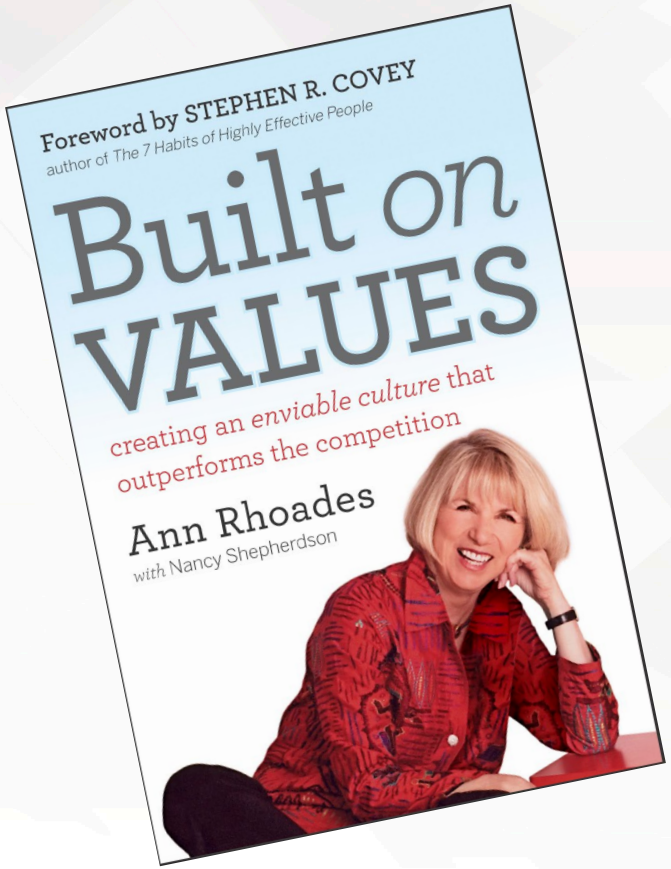
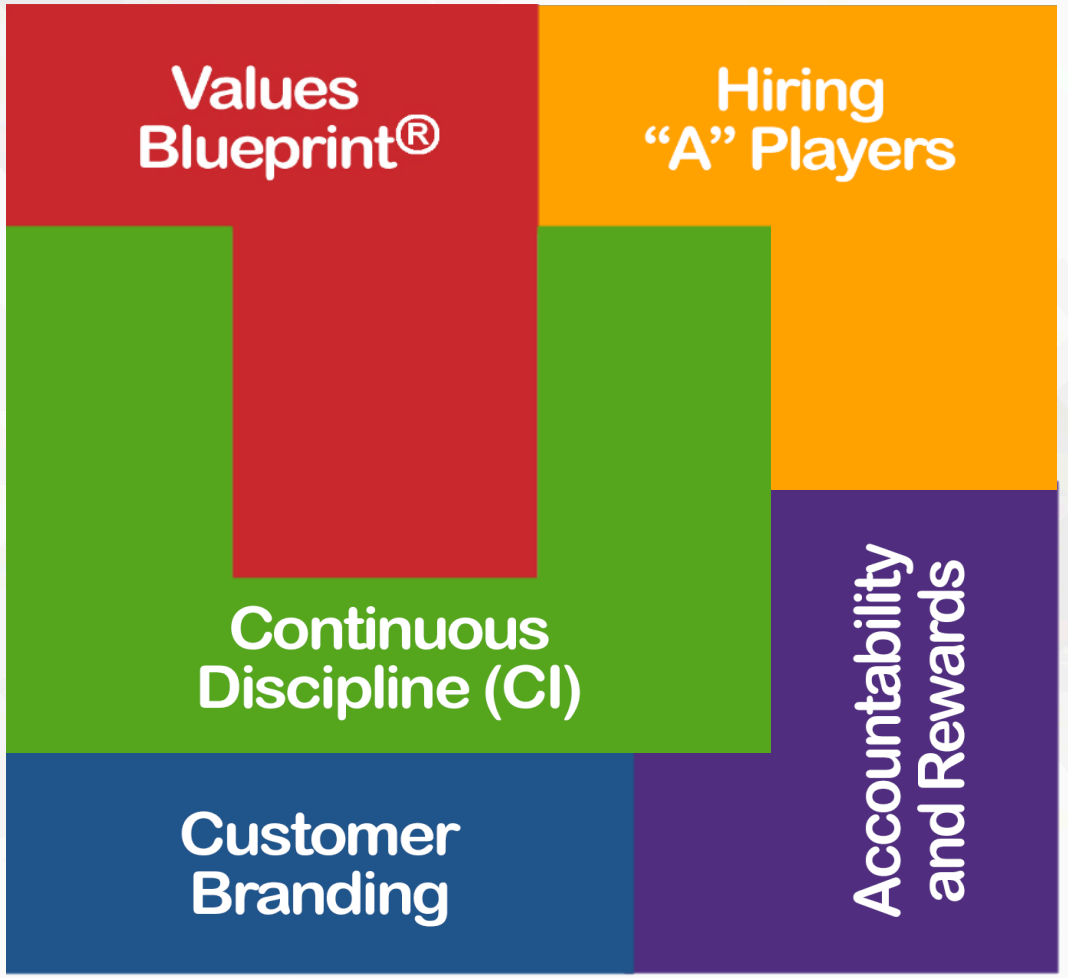
Patent Pending





Built on Values® – Big Picture

1	• Planning, Strategy, Communication, Assessment	Jul-Oct
2	• Values Blueprint® Workshop	Nov 7-8
3	• Form Enterprise Committee and Task Teams	Nov-Dec
4	• Values-based Hiring Strategy	CY Q1 2023
5	• Recognition and Rewards	CY Q1 2023
6	• Performance Management	CY Q1 2023

Current-Future UNTS Culture

McChrystal Group

- Organizational Diagnostic

PeopleInk

Built on Values® Culture System

CURRENT STATE - NOW

+ Great People
+ Strong Mission
+ Distinctive Campus Value

- Four distinctive identities for UNT
- Staff compensation
- Lack of unified vision
- No enterprise strategy
- Ineffective communication
- Inconsistent processes
- Silos by campus contribute to:
  - Distrust
  - Uncertainty about future
  - "Us vs. Them" polarization

FUTURE STATE – WOW

- Shared Values and Vision
- People First – We Feel Valued
- Collaborative
- Continuous Improvement
- Sustainable Resources ($$$, Technology, Staffing)
- Effective Communications
- Inclusive and Engaged
- Ownership and Accountability
- People Want to Work Here

UNT System Values Blueprint Workshop Nov. 7-8

- Define Values
- Define Behaviors
- Next Steps and Implementation Plan

Key Takeaways

1. Building a sustainable organizational culture is intentional, systematic, and continuous.
2. It takes everyone to build and foster a values-based culture.
3. Leaders Drive Values > Behaviors > Culture > Performance.
4. The foundation of a healthy high-performing culture is the Values Blueprint: Values and Behaviors.

There are many opportunities to get involved!

Ways to Get Involved in the Built on Values® Initiative

Enterprise Committees

Cross-enterprise Representation

Integrate Values into Processes

- Communication
- Hiring
- Recognition
- Accountability

Establish Uniformity and Consistency

Campus Committees

Linkage to Enterprise Committees

Implement System-wide Values and Processes at Campus

Values Ambassadors

- Promote inclusion and engagement
- Create Values Awareness
- Celebrate Values
- Recognize People Living Our Values

Listen, Learn & Give Feedback

Attend Learning Sessions

Contribute to Join the Journey Sessions

Respond to Polls

Submit ideas and feedback

Values Project Team

What is next in the process?

How Does This Affect Me?

- I know what is expected of myself and others in our interactions.
- Benefit from cross-organizational knowledge, expertise and best practices.
- Attract, hire, and retain the best people who live our Values.
- Feel that I am valued and appreciated.
- Enjoy coming to work.

Ways to Get Involved

- Follow the Join the Journey webpage
- Express interest to your supervisor and values@untsystem.edu in serving on a team
- Participate in the Values Pledge – **Become a Values Ambassador!**
- Attend the Values Rollout events

Find More Info at:

www.untsystem.edu/about-us/values/

Thank you for joining!

Make your voice heard!

Please be sure to respond to the values poll before November 4.