

SUPERVISOR E-LETTER

PROFESSIONAL DEVELOPMENT



August, 2018

Encompass Frontline Supervisor



"I saw an online article that said bad bosses can make employees sick. What are they referring to, and exactly what boss issues affect employees most?"

"I am frustrated and angry with my employee for coming to work late. Sometimes, I lose my cool. However, I am not letting the employee get away with it. I encourage coworkers to confront the behavior. A fellow manager said I am an enabler. How so?"

Read answers to these questions and find out more in the [Frontline Supervisor newsletter](#) provided by Encompass, [GVSU's Employee Assistance Program](#).

Certified Healthy Department Feature: Statistics

The Statistics Department is the newest Certified Healthy Department at GVSU. Kay Hart, Office Coordinator, spoke on behalf of the department on how they created a fun, active, and empowering atmosphere encouraging each other to make healthy choices on a daily basis.



The Statistics Department was very excited to receive their Healthy Department Certification and proudly display their certificate on the wall. Employees utilize GVSU's Campus Recreation services and facility, as well as the Health and Wellness faculty/staff programs, including the Team Up to Be Active Challenge and faculty/staff fitness classes. They also enjoy walking or running outside during their lunch breaks and before or after work.

Kay states, "Our department focuses on balance." For example, faculty seminars within their department include healthy snack options like a protein, fruits, and vegetables with the traditional cookie to ensure choices. Even with the occasional sweets, Kay's co-workers motivate each other and hold each other accountable to their goals.

The Statistics Department also creates fun ways to be active outside of work. One way is by holding a golf outing in August. This event provides a team-building atmosphere and is a great way to kick-start the new school year. Another activity includes gathering for an outdoor picnic at a park. These are fun ways to energize the group mentally and physically. Kay's advice to her fellow faculty and staff members striving for a healthier lifestyle is "Start small." Kay says "Start to eat healthier, then once you feel comfortable add in moderate exercise. Keep building, don't throw yourself in all at once. It takes time!"

Is your department Certified Healthy? [Review the application](#) and apply for the designation.

Human Resources Career Services

Hi, I'm Kim Monaghan, your Human Resources Career Services for Faculty and Staff Consultant. As an international coaching federation Certified Professional Career Coach (PCC), I help professionals reframe personal and professional challenges, set goals for performance improvement and craft strategies for realizing their career potential. Though I am an onsite contractor for GVSU, I am vested in the long-term success of the university and respect its collaborative culture. I look forward to meeting you and helping you create and implement a plan for career success.



Please feel free to contact me directly to find out how I can work with you or your team. To learn more please visit the GVSU Human Resources Career Services [website](#).

Kim Monaghan
Human Resources Career Services for Faculty and Staff Consultant

Limited Onsite at GVSU with telecoaching availability.
616-331-2215
HR_Career_Services@GVSU.edu

Free Online, On-Demand Leadership Training Courses

Leadership IQ offers 40 online on-demand e-learning training courses, covering the most critical leadership skills. While some aspects of the courses have a business focus, the leadership concepts discussed easily apply in a higher education environment. Each program is engaging, enlightening and gives leaders instant access to answer the most pressing leadership challenges. Watch a leadership seminar right on your computer. You never have to leave your office. They're available 24/7 anywhere with an internet connection.

To be recognized as having completed Leadership IQ programs, the entire video and related quiz must be completed.

- To request a new account, or if you need help logging in, please contact Beth Courtade in Human Resources at courtadb@gvsu.edu or 616-331-2215.
- [Leadership IQ Login](#)
- [Course List](#)
- [Course Descriptions](#)



1 Campus Drive
1090 James H. Zumberge Hall
Allendale, MI 49401

[Unsubscribe](#)



Share this email:



[Subscribe](#) to our email list.