

Organizational Effectiveness Needs Assessment Survey  
For Managers and Supervisors  
Spring 2005

230 respondents out of 495 (46% response rate)

**Please indicate if you would attend the following workshops  
(sorted by % total attend)**

%	%	%	
Might attend	Would attend	Total attend	
<b>Managing the Workplace</b>			
42	49	91	Performance and Productivity Management
32	56	89	Ways to Improve Morale
38	50	88	Developing Effective Communication between Staff and Management
36	50	86	Incentives to Help Employees Stay Motivated
32	56	86	Responsibilities and Rights of a Supervisor
40	46	86	Developing a "Team Approach" in my Department
42	44	86	Managing Change and Transitions
40	39	79	Strategies to Encourage Collaboration Between Departments
37	36	73	Conducting Effective Staff Planning Meetings
<b>Dealing with Difficult Concerns</b>			
35	54	89	Holding Difficult Conversations Regarding Sensitive Issues
39	50	89	Communicating and Correcting a Problem in the Workplace
40	49	89	How to Address and Document a Disciplinary Problem
39	49	88	Conflict Resolution
28	56	84	Dealing with Stress, Anxiety, and Burnout in the Workplace
44	40	84	When and How to Investigate Allegations and/or Complaints
45	39	84	Dealing with Anger and Potential Violence: Prevention Strategies
40	43	83	Retention, Discipline, and Dismissal Issues
44	38	82	How to Effectively Intervene When You Have an Impaired Faculty or Staff Member
31	27	58	The Judicial Affairs Process: Issues Regarding Faculty and Student Rights, and When to Ask for Help
<b>Best Practices</b>			
36	48	84	Performance Evaluation Strategies
36	43	79	10 Things the Union Wants Every Supervisor to Know
50	29	79	Effectively Responding to Employee Disability Issues
33	42	75	Demystifying In-Range Progression vs. Reclassification
45	29	74	Hiring "Policies and Procedures" Issues
43	28	71	Diversity: Hiring and Retention Issues
43	26	69	Workers' Compensation: When to Report and Why
34	34	68	Knowledge and Updates for New Supervisors
27	40	67	Demystifying the Budget Process