

# OIT Cultural Value Learn and Grow

OIT All Staff Meeting  
November 26, 2019

## Overview

- Learn and Grow as an OIT Organizational Value
- Training
- Growing Your Soft Skills
- On the Job
- Our Campus
- Planning Your Growth
- Always Keep Learning!

# Learn and Grow as an OIT Organizational Value

**Learn & Grow:** As individuals and as an organization, we continue to develop and improve our knowledge, skills and capabilities to achieve success, to maintain agility and to be innovative.

## OIT support for learning:

- Directors have discretionary budget – money set aside for staff training or other tools to assist staff growth
- OIT wants to invest in our staff. Central budget to help fund training on new programs.
- Staff should have training/growth as part of your job description
  - IT field is constantly changing – don't let your skills become get stagnant

- Training resources in UC Learning Center
  - Variety of campus related training
- Job related Continuing Education courses
  - Technical skills, soft skills
  - Discounts to staff on many courses
- Conference attendance – Educause, UC Tech, Vender hosted conferences, etc.
  - Attend a conference – meet new people, share ideas
  - Offer to give a presentation at conferences
  - Run a booth at conference, visit vendor booths
- Books, Periodicals, Webinars, Videos, Web Sites, etc.
- Mentoring

- Writing and communication/organization and leadership skills
  - These are essential in almost every job. Master these.
  - Take classes, UCLC, Continuing Education
  - Toastmasters
  - Staff Assembly, Staff Assembly Committees
  - OIT committees seeking volunteers
- Negotiation skills
- Collaboration skills
- Planning skills

- Learning from peer/community discussions
  - Slack channels, UC IT blog
  - Discussions with your peers/colleagues at other campuses
    - i.e. Educause Community Groups - on any topic you can imagine
- Daily life, on the job – Ask questions.
  - Someone uses topic/phrase you don't know – ask them about it, look it up.
- Take interest in colleagues – ask them what they're involved in
  - People like to talk
- Curiosity – always remain curious

- Managers - read Zotmails about what is happening on campus
  - Leadership emails - to help guide your staff with questions
- Staff – glance at headlines on daily UCI news
  - Good to know what is happening on campus, what things interest you, growth opportunities, volunteer opportunities. Lots happening on campus.
- Attend campus presentations
  - Everywhere you go you learn something that enriches your knowledge.

- Share your growth interests with your supervisor and make plans for your growth
  - Add goals in your Achieve tracking, and go for it.
  - Learn where there is need for something and offer to do it.
- Get yourself out of your comfort zone
  - You learn quickest outside your comfort zone.
  - You will soon see that it no longer makes you uncomfortable.
- Foundational technical skills are transferable to other types of work as are your soft skills
- Seek out growth opportunities
  - Look across OIT or the campus if not available within your unit
  - Look for growth opportunities across UC
  - Acquire skills in corporate world then come back
- Always keep learning and growing



# Share Your Ideas and Stories

## [OIT Cultural Initiative Channel](#)

- Share stories of how you/others are living OIT's values
- Share ideas for how OIT can advance our values