

Prime U Staff Development & Training

Enhancing organizational performance through promoting alignment, efficiency and development among young professionals and new hires.

Who: Young professionals (interns, graduate assistants, coordinators) and new hires within your organization.

What: Human capital systems and professional development workshops designed to increase employee engagement, retention and performance.

Why: Collegiate athletic departments face **high turnover rates, increasing time demands & responsibility, lack of knowledge transfer systems and limited talent pools.** Each aspect can significantly affect organizational performance, revenue generation and the schools student-athlete experience.

How: By partnering with athletic administration and human resource departments, Prime U Powered By R6 Interactive offers the following for your organization.

Talent Management & Human Capital Processes:

- **On-Boarding (Culture Integration)***
 - Education on departmental and university culture
 - Delivery and retention of organizational mission, values, structure, and departmental objectives
 - Organizational role analysis (understanding of where one’s role fits within an organization and what specific tasks correlate to success in one’s role)
- **Mentorship, Connection, and Knowledge Transfer**
 - Individual or small group mentor pairings (*note: based on number of participating staff. Assigned mentors will be outside of direct reporting structure*)
 - Tacit knowledge transfer (understanding the “unwritten rules” and processes of one’s specific role).*

**Note: Content can be delivered through R6 Interactive’s on-demand online module platform. This includes content packaged within a micro-learning format (2-3 minutes each) with analytics measuring retention and engagement.*

Prime U Professional Development Workshops:

- **Diversity & Inclusion**
 - Creating psychological safety within the workplace**
 - Understanding identity, privilege, and discrimination
 - Risk management and reporting structure
- **Professionalism Lunch & Learn Series**
 - Increasing self-awareness and self-management*
 - How to effectively handle added responsibility (moving from manager to director)*
 - Critical thinking and problem-solving in a fast paced environment*
 - Developing emotional intelligence to improve performance*
 - Effective communication in the workplace*
 - Resolving conflict within your team*

***Note: Psychological safety is rated as the #1 trait of high performing teams (Harvard Business Review) and can be defined as "being able to show and employ one's self without fear of negative consequences of self-image, status or career"*