

QUARTERLY

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Office of Talent & Organizational
Development

NEWSLETTER

JANUARY 2021



Celebrate the Latest ADP Graduates with Us



Get to Know Our ***Educational Partners***

Get to know all of the City of Houston partners that are included in the Strategic Partnership Program. The Office of Talent & Organizational Development holds educational partnerships with 10 different universities and organizations. Learn more about each of these partners today!
Cont. on pg 4.

Stay Connected with ***Upcoming Events***

Keep up with all of the Office of Talent & Organizational Development's upcoming events and virtual classes.
Cont. on pg 6.



CONGRATS & COMMENCEMENT

Throughout 2020 life in the workplace has changed as we know it. Despite all of the changes that City of Houston employees have faced, learning remained at the forefront for the latest graduates of the Office of Talent & Organizational Development's Administrative Development Program. After the department's staff successfully revised and updated the curriculum to an online platform, graduates were able to finish their required plans in September of 2020. 17 City of Houston employees completed the program.

With many graduations being cancelled, or drastically reduced in scale to grant safe, socially-distanced events, a new kind of celebration for the latest graduates was necessary. Graduates were able to drive up and be met by a celebration of Office of Talent & Organizational Development staff greeting them with their certificates of completion and other miscellaneous goodies.

Karen Harris, a Training Administrator for the department, led the effort in planning and coordinating a new celebratory event alongside other department staff.

"The ADP ceremony would be different and a little challenging. However, I had to change my mindset. I thought about the pros and cons of not having a traditional ceremony." Harris said. "With the traditional graduation, we took group pictures with everyone standing close. Graduates were able to hug or shake hands. They could invite family members, managers and co-workers. Most of all, we had food. Everything I mentioned had to be eliminated because of the Covid-19 restrictions." Senior Trainer, Glory Mims stated during a discussion, "An outside celebration would be wonderful." "We had to factor in the weather, the decorations, gift table and taking photos outside. However, I thought



Administration Specialist Samantha Barnes hands a graduation package to Aundreana Williams outside of the E.B. Cape Center

it was a great idea because the students worked very hard to complete the program. They needed to be recognized for completing ADP."

"Working with the Office of Talent & Organizational Development on the ADP celebration was a team effort. Everyone had a



Theresa Edwards celebrates her accomplishment with a quick photo

role with the planning and coordinating of the celebration. It was a little stressful, but fun. The end results were fantastic. The graduates really felt appreciated."

When asked what her favorite moment of the celebration was Karen mentioned, "The

excitement of seeing one another after six months of not seeing each other. The graduates had fun and they were happy with the items in their gift bags. Wearing the masks made it difficult to see their smiles, but I will never forget the enthusiasm they displayed, thanking us for a job well done."



Congratulations to all of the Fall 2020 ADP Graduates!

- | | | | |
|---------------------|------------------|-----------------|-----------------|
| Ashley Harris | Danielle Jackson | Humberto Garcia | Patricia Cook |
| Aundreana Williams | Ebony McDaniel | LaQuinta Burton | Sheila Moore |
| Bridgette Jefferson | Enedelia Herron | Martin Orzabal | Terumi Shorter |
| Chalmers Young | Erika Huerta | Michelle Soto | Theresa Edwards |
| Chanel Wells | | | |



GET TO KNOW OUR PARTNERS

City of Houston Partnerships & Benefits

The Office of Talent & Organizational Development believes that empowered, focused, and collaborative learners are the critical catalysts for meaningful change in the workplace. In order to make significant progress that drives innovation, our office offers unparalleled access to cutting-edge training, and provides Houston's workforce with invaluable real-world experience. We are excited to announce our latest partnerships with several institutions. These partnerships benefit all City employees in achieving educational goals within their career appropriate professions. View our latest [brochure](#) highlighting all current partnership benefits for City of Houston employees.



**THE UNIVERSITY
OF ARIZONA**

Global Campus
(formerly Ashford University)

New Name. Same Passion for Your Success.

The Office of Talent & Organizational Development congratulates Ashford University on their recent acquisition with the University of Arizona. Now a global campus with excellent online capabilities, the University of Arizona Global Campus has embarked on a new and exciting journey in joining the University of Arizona network of programs and campuses. UAGC is an independent, accredited, online institution affiliated with the University of Arizona. Learn more about the acquisition <https://www.uagc.edu/announcing-university-arizona-global-campus>.



**COLUMBIA
SOUTHERN
UNIVERSITY**

Columbia Southern University is a private institution that provides diverse learning experiences and affordable, flexible distance education programs at the certificate, undergraduate and graduate levels to City of Houston Employees. Employees are offered a tuition discount for any of their online degree programs ranging from occupational safety, and criminal justice to business administration and human resource management. Find more information at <https://www.columbiasouthern.edu/>.



**DeVry
University**

Jumpstart your education with DeVry University. As a City of Houston employee you can benefit from the many degree and professional certificate programs, and educational resources offered by DeVry. DeVry knows that this is your time, your career, and your future. For all benefits offered by DeVry for city employees visit <https://partner.devry.edu/cohlcdc/home.html>.



HCC
HOUSTON COMMUNITY COLLEGE

College your way. Getting a degree at HCC is affordable and within your reach. Too busy? Take advantage of flexible options, including online classes and the Weekend College. For more information visit <https://www.hccs.edu/>.



**LONE STAR
COLLEGE**

Lone Star College's mission is dedicated to providing comprehensive educational opportunities and programs and enriching lives to those in the Houston Area. As a city employee you can trust in this mission. For more information [contact](#) Lone Star's representative today! Find more information at <https://www.lonestar.edu/>.



**University
of Phoenix**

Want to advance your skills? The University of Phoenix will work to help you do just that. Offering Tuition Guarantee, over 40 years of accredited educating, and advanced faculty with years of real-world experience, UoPX wants to help you take the next step towards your professional goals. The University of Phoenix offers a wide array of benefits for city employees to take advantage of. For more information visit <http://www.phoenix.edu/cityofhouston>.



RICE
SUSANNE M.
Glasscock School of
CONTINUING STUDIES

**SPRINGFIELD
COLLEGE**



Rice University's Glasscock School of Continuing Studies provides great opportunities of excellence to our city's civil workforce. City employees are able to take advantage of the Glasscock School's full palette of professional and executive education programs — from courses in data analytics to human resources and project management. The school offers a 10% discount on program enrollment. For more information visit <https://glasscock.rice.edu/partners>.

Springfield's philosophy calls for educating students in spirit, mind, and body for leadership in service to others. With a focus on helping students develop the whole person to better serve as leaders in their communities, Springfield college offers resources and benefits for City of Houston employees to move further in their professional careers. Find more info at <https://springfield.edu/>.



TSU

TEXAS SOUTHERN UNIVERSITY

Texas Southern University has two schools in partnership with the Office of Talent & Organizational Development. For more information visit <http://www.tsu.edu/>.

Barbara Jordan Mickey Leland School of Public Affairs

The mission of the Barbara Jordan – Mickey Leland School of Public Affairs is to serve as an urban focused community of learning dedicated to educating professionals who will plan and administer environmentally healthy and sustainable communities at the local, state, national and international levels of society.

Jesse H Jones School of Business

Today, JHJ is on the forefront of business schools, providing cutting-edge, innovate programming to business students from all over the world. Named as one of the "Best 300 Business Schools" by the Princeton Review, Texas Southern University's Jesse H. Jones School of Business is accredited by AACSB International, the hallmark of accrediting



**WALDEN
UNIVERSITY**

EDUCATION FOR GOOD™

Walden University and the City of Houston are investing in your future. Walden is ready to empower city employees with flexible degree plans, reduced tuition, on-demand webinars, and much more. Learn more about Walden's benefits for City of Houston employees at <https://www.waldenu.edu/partners/cityofhouston>.

Any Questions?

Would you like to know more about any of the City of Houston partnerships? Contact a representative today by calling (832) 395-4900 or email HROrganizationalDevelopmentTeam@houston.tx.gov.

KEEP UP WITH US

Upcoming Events

Stay up to date with all of the Office of Talent & Organizational Development's upcoming events. Registration information for each event/class will be sent out via email when available.



Virtual New Employee Orientation

Wednesday, February 3, 2021

All newly hired employees, or those rehired and have not successfully completed an HR sponsored new employee orientation within the twelve months prior to the rehire date, are required to attend. An [orientation calendar](#) can be found on our department's website.



DeVry Works! Professional Growth Live Webinar: Time Management Strategies: The Power of Focus in a Digital World

Tuesday, February 16, 2021

Learn a strategic approach to overcoming the challenges of time management. Walk away focused and ready to put your career and education plans into action. Interested in joining this webinar? [Registration](#) is available. Sign up today!



Virtual New Employee Orientation

Wednesday, February 17, 2021

All newly hired employees, or those rehired and have not successfully completed an HR sponsored new employee orientation within the twelve months prior to the rehire date, are required to attend. An [orientation calendar](#) can be found on our department's website.



Walden Live Virtual Class 3: Diversity & Inclusion in Action for Managers/Supervisors

Tuesday, February 23, 2021

Each live-event in this manager series will be a session on topics in relation to goals outlined in the diversity and inclusion initiative. An [online calendar](#) with all upcoming classes is available.



Virtual New Employee Orientation

Wednesday, March 3, 2021

All newly hired employees, or those rehired and have not successfully completed an HR sponsored new employee orientation within the twelve months prior to the rehire date, are required to attend. An [orientation calendar](#) can be found on our department's website.



DeVry Works! Professional Growth Live Webinar: Building a Career Framework: Plan. Execute. Achieve. Own Your Goals!

Tuesday, March 16, 2021

Learn how to create your career vision and acquire skills to help you execute your goals in your personal and professional life. An [online calendar](#) with all upcoming classes is available.



Virtual New Employee Orientation

Wednesday, March 17, 2021

All newly hired employees, or those rehired and have not successfully completed an HR sponsored new employee orientation within the twelve months prior to the rehire date, are required to attend. An [orientation calendar](#) can be found on our department's website.



Walden Live Virtual Class 4: Diversity & Inclusion in Action for Managers/Supervisors

Tuesday, March 23, 2021

Each live-event in this manager series will be a session on topics in relation to goals outlined in the diversity and inclusion initiative. An [online calendar](#) with all upcoming classes is available.



Virtual New Employee Orientation

Wednesday, April 7, 2021

All newly hired employees, or those rehired and have not successfully completed an HR sponsored new employee orientation within the twelve months prior to the rehire date, are required to attend. An [orientation calendar](#) can be found on our department's website.



DeVry Works! Professional Growth Live Webinar: Manage Through Change: Lead Your Team with Confidence

Tuesday, April 20, 2021

Learn skills that can help organizational leaders motivate, support and move teams forward while managing the business challenges of change. An [online calendar](#) with all upcoming classes is available.



Walden Live Virtual Class 5: Diversity & Inclusion in Action for Managers/Supervisors

Tuesday, April 27, 2021

Each live-event in this manager series will be a session on topics in relation to goals outlined in the diversity and inclusion initiative. An [online calendar](#) with all upcoming classes is available.