



University
of Windsor

2022 Employee Engagement Survey – Turning the Survey Results into Action



ENGAGEMENT DRIVER Growth & Learning

Expected Change

- Employees have access to a wide array of professional development opportunities to support career growth and innovation.
- Leaders have access to a wide range of leadership development opportunities and have enhanced capacity to foster employee engagement and a positive workplace culture.

Key Actions

- Increase the professional development opportunities available to staff to support their growth and to build internal talent to advance institutional goals.
- Establish a succession-planning program to support strategic workforce planning.
- Introduce career-pathway supports and programs to help employees achieve career goals.
- Introduce opportunities for faculty and staff to come together to share ideas and spark creativity and idea generation.
- Establish mentoring and coaching opportunities to support faculty and staff throughout their careers.
- Introduce a comprehensive leadership development framework and programs grounded on the key competencies required to foster employee engagement and a positive workplace culture.

Priority Opportunities for Improvement Addressed

Professional Growth	Innovation	Executive Leadership Team	Equity, Diversity & Inclusion	Mental Health	Teamwork, Collaboration & Cooperation	University of Windsor Vision
X	X				X	

Next Step

Develop an implementation roadmap.