

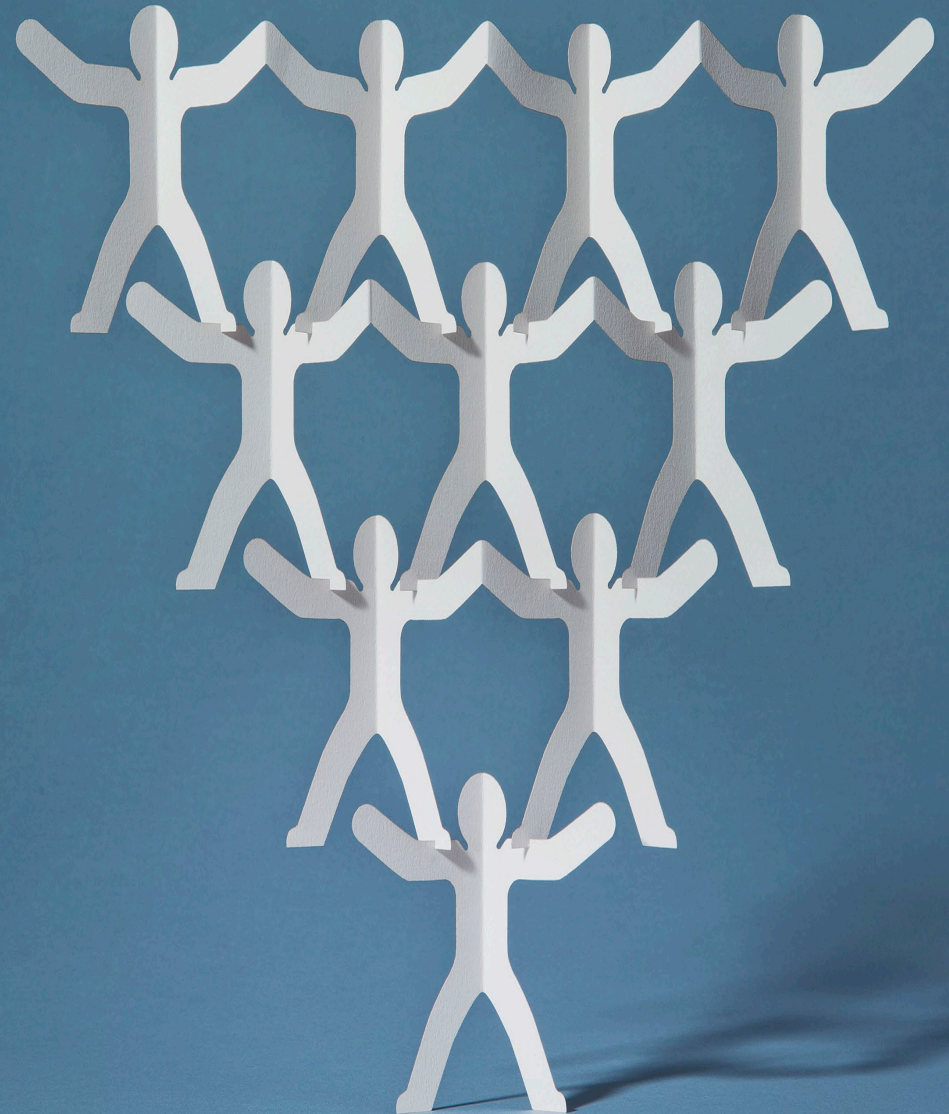
Catholic Education Ballarat

Staff Engagement Survey July update

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Research shows that as long as organisations take action on survey results, employees will be happy to continue to give their feedback

- AWI 2021 Engagement and Retention Report



Where have we been?

- March - survey
- April - collate results
- April - CEB all staff meeting: share results and group activity
- April - Roll out team results
- May/ June - 12+ team debriefs
- May/ June - 4+ sessions to discuss survey results with leadership
- Countless conversations across all teams

Conversations

“Some conversations enhance possibility; others diminish it”

...Let's make sure our conversations enhance possibility





High-Quality Connections develop with **Respectful Engagement** and **Task Enabling**

From Janet Dutton's research -

Respectful engagement

Engaging others in ways that send messages of value and worth -

Dutton outlines five major strategies for doing this – “being **present**, being **genuine**, communicating **affirmation**, effective **listening**, **supportive communication**.”

Task enabling

Interactions that facilitate another person's successful performance.

She recommends **teaching**, **designing**, **accommodating** and **nurturing**.

Finally, Dutton added a third dimension, **trust**, commenting that “...trust takes you in the direction of a higher-quality, life-giving connection to another person.”

Action	Leadership Team	Whole CEB Team
Use partnering language and lead by example, bringing together the benefits of cognitive diversity, complementary skills, experiences, and backgrounds.	✓	
Actively partner with others to support the delivery of quality outcomes and beneficial relationships.	✓	✓
Model giving and receiving constructive and respectful feedback.	✓	✓
Acknowledge the contributions of others through relational interactions (be authentic).	✓	✓
Assume good intent in feedback or comments.	✓	✓
Provide and participate in 2 way feedback.	✓	✓
Participate in crucial conversations professional learning and practice it.	✓	✓
Provide clear and consistent communication on key strategic and operational changes and updates.	✓	
Access communication channels available (eg: read staff newsletter) provide feedback where you don't feel you are getting clear or consistent feedback.	✓	✓

Table activity



Step 1

At your table, discuss the actions that have been developed from the feedback provided and capture any comments or thoughts that are important.

Action
1. Use partnering language and lead by example, bringing together the benefits of cognitive diversity and complementary skills and experience.
2. Actively partner with others to support the delivery of quality outcomes and beneficial relationships.
3. Model giving and receiving constructive and respectful feedback.
4. Acknowledge the contributions of others through relational interactions (be authentic).
5. Assume good intent in feedback or comments.
6. Provide and participate in 2-way feedback.
7. Participate in crucial conversations professional learning and practice it.
8. Provide clear and consistent communication on key strategic and operational changes and updates.
9. Access communication channels available (eg: read staff newsletter) provide feedback where you don't feel you are getting clear or consistent feedback.

Table activity



Step 2

What would success indicators look like for each activity, that is, how might we measure our progress?

Table activity



Step 1

At your table, discuss the actions that have been developed from the feedback provided and capture any comments or thoughts that are important.

Step 2

What would success indicators look like for each activity, that is, how might we measure our progress?

Next Steps...

- Continue the conversations at a team level and organisational level.
- Continue to partner, learn and grow using the data and information gained from the survey and the dialogue it has created.
- Confirm and refine any team action plans and revisit those plans regularly.
- Leadership will refine the actions with the addition of measures of success.
- The finalised actions and measures of success will be communicated with all CEB.



*As partners in Catholic Education and open to God's presence,
we pursue the fullness of life for all.*

A step further, together.

