

ITS Goal 8: Be an organization that evolves itself and its people.							
Strategy	Activity Description	1H FY 15 (Jul - Dec 2014)	2H FY 15 (Jan - Jun 2015)	1H - FY16 (Jul - Dec 2015)	2H - FY16 (Jan - Jun 2016)	Beyond	Notes
1: Promote a culture that supports leading at all levels of the organization.	Leadership Development on Campus	Run Leadership development series with resources from MOR and Learning and Development - <b>LDT/B. Rogers</b>					
			Evaluate if there is enough interest for another on Campus MOR cohort - <b>LDT/B. Rogers</b>	If enough campus interest, sponsor another on campus MOR program. - <b>LDT/B. Rogers</b>			
	Evolving the leadership culture in ITS	Evaluate UI HR Organizational Effectiveness Executive Leadership Program - <b>G. Falsetti/D. Ambrisco</b>	Conduct Managers Team exercise on developing leadership opportunities in ITS - <b>M. Jesse/ D. Ambrisco</b>				
2: Encourage collaborative and data-driven decision making	Defining and Using Metrics to make better decisions	Develop a dashboard of service metrics based on the Operations Monitoring Systems (Goal 7) - <b>SST</b>					
		Hire a position that will focus on using the Business Intelligence data for ITS. - <b>T. Evans</b>	Implement BI process to routinely generate metrics for the key benchmarks. - <b>TBD</b>				
	Project and Service management	Review and improve the Service Lifecycle Management (SLiM) framework - <b>T.Scott</b>					
		Integrate the SLiM and PMT frameworks - <b>T.Scott/R. Bolton</b>					
3: Recruit, develop and retain the very best technical and professional staff	Staff Engagement	Develop and implement a revised ITS On-boarding program - <b>D. Ambrisco/K. Kuebrich Yordi</b>	Survey staff regarding effectiveness of program and make changes based on feedback - <b>D. Ambrisco</b>				
		Working at Iowa Survey - Share data and evaluation of Results - <b>D. Ambrisco</b>	Working at Iowa Survey - Develop action plans as needed - <b>D. Ambrisco</b>				
	Talent Recruitment	Engage CIC IT HR leaders to identify recruitment strategies for specialized IT skill sets - <b>D. Ambrisco/K. Kuebrich Yordi</b>					
		Utilize competencies to develop local job descriptions for ITS management positions - <b>K. Kuebrich Yordi/D. Ambrisco</b>					
	Reward and Recognition	Develop ITS wide criteria on how & what staff will be recognized for - <b>D. Ambrisco</b>	Implement reward and recognition program and share with staff - <b>D. Ambrisco</b>				
	Talent Management	Engage and adopt the goal and performance review attributes of the University's My UI Career system - <b>D. Ambrisco</b>	Utilize the next phase of the program to identify performance and career development benchmarks - <b>D. Ambrisco</b>				
4: Coordinate the delivery of services and projects across organizational boundaries.	Team Effectiveness		Review the effectiveness of the "IT Architecture" team - <b>G. Falsetti</b>				

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5: Cultivate broad and transparent communication.	Intranet Collaboration	Investigate Ohana 2.0 based on SharePoint 2013. - <b>T.Scott</b>	Deploy Pilot of Ohana 2.0 - <b>T. Scott</b>				
		Enhance ITS social media presence - <b>N. Riehl</b>					