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CHAPTER

THE POWER TO EMPOWER - BUILDING INCLUSIVE COMMUNITIES TOWARDS ACTION

THURSDAY, OCTOBER 28, 2021
12PM-1:30PM



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GREETINGS & BOARD INTRODUCTIONS

EMMA GORDON, PRESIDENT

MARLENE DENHAM, PAST-PRESIDENT



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THINGS TO REMEMBER...

Feel free to enjoy your lunch.

Mute your audio during the presentations.

The sessions are interactive, please turn on your video if you are able and comfortable doing so.

Throughout the event, feel free to network and connect via the chat feature.

Enjoy the session!



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PENNY SCHAFFER

MEMBER AT LARGE –
SPONSORSHIP COORDINATOR



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FACILITATORS

SARAH LARSON

Learning & Organizational Development Partner, School of Medicine, Stanford University

Sarah Larson, MS, MA, is a strategic leader that thrives with ambiguity and organizational change. Her experience expands across many industries including higher education, health care, and technology. Her proclivity for research and fascination with the human mind has led her to successfully create and integrate learning and development programs to advance organizational strategy. Sarah also consults, facilitates, and designs workshops, strategy sessions, and retreats for her clients. Overall, she has made a career out of connecting disparate resources to problem solve and provide efficient solutions directly affecting the bottom line.

Sarah completed her bachelor's at Arizona State and continued her organizational psychology studies at the University of Southern California for her master's. After starting her current role, she completed her second master's in communication from Johns Hopkins University. She holds a Diversity & Inclusion Certification from Cornell University and is currently pursuing her Coaching Certification with the International Coaching Federation. Sarah is also a doctoral candidate at the University of Illinois, studying Learning Design & Leadership.

In her tenure at Stanford, she's proposed data driven ideas, pilots that have turned into programs, and iterations that influence workforce experience to advance organizational goals. She has administered organizational assessments, trainings, and professional development opportunities at every hierarchical level. Her team's newest program, LEAP, centers around developing leaders through self-awareness, education, and power skills. While their most tenured, Supervisory Academy, has supported an increase of employee retention, advancement, and organizational effectiveness.

EMMA GORDON

Senior Director, Learning and Organization Development, Residential Dining and Enterprises, Stanford University

Dr. Emma Gordon, Ph.D., MBA is a transformational and results-oriented HR leader working in health care and higher education. She skillfully integrates HR and business strategy to create leadership programs that drive sustainable human systems performance. Some of her areas of expertise include designing and delivering leadership and management development programs, change management, restorative justice, collaboration and conflict management, and emotional intelligence.

Dr. Gordon graduated from the University of California Berkeley with her BS, Nutritional Sciences/Biochemistry. She earned her MBA from JFK University and her Ph.D. in Organizational Psychology from Alliant University, Marshall Goldsmith School of Organizational Management Studies.

Her current role is senior director, learning and organization development, Residential and Dining Enterprises at Stanford University. She is the 2021-22 board president for CUPA-HR Northern and Central CA Chapter.

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EMPLOYEE EMPOWERMENT

Tips for you and your team





Summary of Topics

Empowerment Overview
Terminology
Panel / Shared Experiences
Intersection & Application

EMPLOYEE
EMPOWERMENT:

**THE DEGREE TO WHICH A
WORKER FEELS
INDEPENDENCE,
FREEDOM AND
DISCRETION TO PLAN THE
WORK PROCESS AND
CHOOSE HOW TO
COMPLETE THE WORK.**

SEVEN EMPOWERMENT TIPS

- Share information
- Create clear goals and objectives
- Teach that it's o.k. to make mistakes
- Celebrates successes and failures
- Support a learning environment
- Grant employee's autonomy over their work
- Trust employees with the authority to make decisions



EMPOWERMENT LEVELS

Individual

- Take ownership
- Generate ideas
- Know how to mitigate risks

Team

- Foster transparent communication
- Inspire and motivate
- Support employee connection

Organizational & Communities

- Embrace change and agility
- Recognize employees' contribution
- Reward accountability
- Support cross-departmental collaboration

APPLICATION TIPS:

OPENNESS & CURIOSITY

Respectfully listen and invite ideas from others.

TRUST & DEVELOPMENT

Facilitate trusting relationships and emphasize development.

RECOGNITION & ENCOURAGEMENT

Reward for repetition and encourage healthy behaviors.

TRANSPARENCY & AUTHORITY

Communicate effectively and inspire responsibility.

Panel Discussion

Shared experiences



CHRISTINE LOVELY

Associate Vice Chancellor – Chief Human Resources Officer, UC Davis



Christine D. Lovely is a talented higher-education HR leader with extensive experience in delivering HR services and leading organizations through change initiatives. As of October, 2018 she was appointed as the Associate Vice Chancellor - Chief Human Resources Officer at UC Davis and has responsibility for the central HR teams on both the Davis and Health campuses.

Prior to her tenure with the University, Christine served as University Counsel (2010-2012) and Vice President for Human Resources (2012-2018) for California State University, Sacramento.

Christine has worked for the Sacramento County Office of Education as Associate General Counsel, the Public Employment Relations Board as a Legal Advisor, and was in private law practice for over 10 years, representing school districts and community college districts throughout California.

She has also served as a board member with the Greater Sacramento Urban League, and currently serves as board president of the Northern and Central California Chapter of the College and University Professional Association for Human Resources (CUPA-HR).

Christine's personal passion is for mentoring. She has mentored elementary, at-risk high school and university students through both formal and informal programs.

Christine was awarded her Juris Doctorate from University of California, Davis in 1996 and obtained her Bachelor of Arts at the University of California, Berkeley in 1991. Christine is a native of San Jose, CA.

SHANICE WHITTAKER

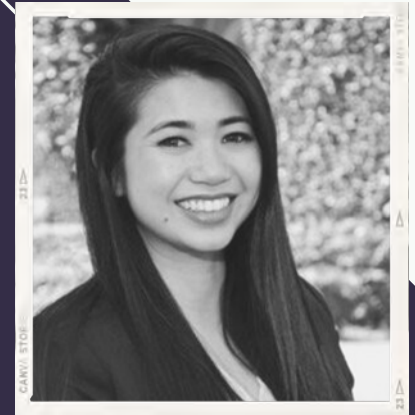
**Associate Director, Human Resources
Dominican University**



Shanice M Whittaker, MBA-HRM is the Associate Director of Human Resources at Dominican University of California in San Rafael. Shanice oversees and supports the areas of recruitment, talent acquisition, and workforce planning for the University. This includes, but is not limited to compensation/classification reviews, department reorganizations, and personnel changes, in collaboration with department managers. Additionally, Shanice holds a seat in the campus' Diversity Action Group and supports the University's efforts of inclusion, equity, and diversity.

TANYA THAMPIPOP

Senior Learning and Development Specialist, USC



Tanya Thampipop, MS, is an innovative and solution-oriented trainer that has worked in entertainment and higher education. Her passion for inclusivity and continuous learning led her to lead many initiatives. She was the founder of the AAPI employee resource group at Universal Music Group to provide a space for AAPIs to express their creativity in the music industry. She is currently the Community Outreach and Relations vice chair for the API employee resource group at University of Southern California to take action and advocate for API rights due to the Atlanta shootings. She has 12 years of experience as a volunteer in developing young Thai-Americans to empower the youth and unify the community. Some of her areas of expertise include designing, developing, and delivering soft and technical skills training, galvanizing groups of people behind a bigger purpose, and analyzing data to drive business decisions.

Tanya completed her undergraduate studies at University of California, San Diego with a B.A. in Psychology, B.S. in Physiology and Neuroscience, and a business minor. She continued her education at University of Southern California with a M.S. in Applied Psychology which emphasizes organizational psychology and consumer psychology. She has a certification from AIRS powered by ADP as a Diversity and Inclusion Recruiter. She is also certified by Association for Talent Development as an Associate Professional in Talent Development. She is currently pursuing her Coaching Certification with the International Coaching Federation.

Her current role is a senior learning and development specialist at University of Southern California where she facilitates training and develops eLearning for the Workday curriculum to support the larger HR community. She has also conducted many needs assessments including the Workday Curriculum, HR Curriculum, Employee Relations Program, and Management Essentials Program.

KEVIN DUONG

Human Resources Administrator Stanford University



Kevin is the Human Resources Administrator for the Department of Anesthesia in the School of Medicine at Stanford University. He has worked in Anesthesia for 5 years with positions in scheduling, finance, and human resources. He is from San Francisco and raised on the peninsula in Daly City and South San Francisco.

His focus as an HR professional is to always grow, learn, and improve. Kevin strives to provide employees with memorable and valuable HR experiences. In his free time, he enjoys catching up with family and friends, hiking, and creating moments that last a lifetime.

EMPLOYEE EMPOWERMENT READING RESOURCES

- Pink, Daniel, “**Drive.**”- The Surprising truth About What Motivates Us.” (Amazon, \$9.39)
- **Leaders Can Cultivate True Employee Empowerment** (Forbes)
- **If You Give Your Employees a Voice, Do You Listen?** (*Journal for Quality and Participation*) Making it easy for your employees to share their feedback is the first step. Being willing to respond quickly to their input builds commitment.
- **Empowerment in Total Quality: Designing and Implementing Effective Employee Decision-Making Strategies**(*Quality Management Journal*) This paper provides a conceptual definition of empowerment and offers an implementation strategy for total quality management manager
- **Empowering Employees Before, During, and After the Pandemic** (SHRM)

Resources Mentioned During the Webinar

- <https://www.ddiworld.com/solutions/behavioral-interviewing/star-method>
- https://www.mindtools.com/pages/article/newLDR_89.htm
- <https://guthriejensen.com/blog/get-your-point-across-clearly-and-confidently/>
- “Dying for a Paycheck” by Jeffrey Pfeffer
- “Crucial Conversations Tools for Talking When Stakes Are High” by Joseph Grenny, Kerry Patterson, Al Switzler, Ron McMillan

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Contact Us

**We'd love to
hear from
you!**

FEEDBACK SURVEY

<https://tinyurl.com/CUPAFall2021>

WEBSITE

<https://chapters.cupahr.org/ncal/>

EMAIL

cupahr.norcal.board@gmail.com

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THANK YOU!

NEXT EVENT – FEBRUARY 11, 2022 via
zoom

