

HR Connect

Together, WE WILL



Professional Development, Performance Reviews, & Competencies

Year-end self evaluations will be opened early April for your review. This is your opportunity to reflect on your performance over the past fiscal year and review your progress on your goals. To help guide your reflection, OHRM has determined 11 competencies that we want all staff members to focus and develop on.

Miami University's Core Competencies:

- Accountability
- Adaptability
- Functional Knowledge
- Innovation
- Leadership
- Problem Solving
- Quality of Work
- Self-Development
- Team Development
- Teamwork
- Leadership (SUPERVISORY)

Over the next 3 HR Connects, we will highlight these competencies and provide real examples of those competencies at work.

Adaptability

Description: Adapts quickly to new situations, handling change and balancing multiple demands with ease. Meets challenges proactively, adjusting strategies based on established priorities. Comfortable navigating uncertainty and staying focused on key goals.



This competency at work: Betsy Kreger, OHRM's Equal Employment and Opportunity Compliance Analyst, has been in transition as her role and responsibilities have changed in the last several months since merging with the OHRM. Kreger has met these changes with curiosity and enthusiasm. Kreger has spent the last several weeks learning new skills within the OHRM, while adjusting to the cadence and navigating the many complexities. Additionally she has acquired new knowledge with employee onboarding, background checks, OPERS, payroll auditing, dashboards, etc.

Advancing this competency: Looking to develop this competency? **DiSC in the Workplace** is a course offered through Staff Development, free for all employees. DiSC is a non-judgmental personality and behavioral model that focuses on self-reflection and strength development. The skills learned in this course will improve your confidence and adaptability when faced with new challenges or changes. **The next offering is April 30th, sign up via Workday Learning.**

Problem Solving

Description: Identifies and analyzes problems. Distinguishes between relevant and irrelevant information to make logical decisions. Provides solutions to individual and organizational problems.



This competency at work: Our work calls for constant improvement and overcoming obstacles and no one exemplifies that more than Jen Herman, Technology Product Manager in FBS Information Technology. Just this year, Herman took on a herculean effort to further integrate background check records into Workday for more streamlined and automated processes related to Miami's "Protection of Minors" policy. She worked diligently to iron out any issues that came up. Herman never gets discouraged by a problem, but uses it as an opportunity to think outside the box and come up with creative solutions.

Advancing this competency: Staff Development's **MBTI: Introduction to Type** can provide insight in your own communication and decision-making styles. In this course, you will dive into your Myers Briggs Personality Type and learn how to utilize it and collaborate with other styles to enhance your problem solving skills. **The next offering is April 14th, sign up via Workday Learning.**

Benefits and Wellness Learning Series

Invest in your most important asset—yourself. Our Benefits & Wellness Learning Series is designed to help you unlock the full potential of your total rewards by bridging the gap between working hard and living well. Through expert-led sessions, we provide faculty and staff with the tools to navigate their comprehensive benefits while introducing practical strategies for health, wealth, and mental wellbeing. Occurring the last Tuesday of each month virtually through Workday Learning. **This month's session on April 28th at 3 pm will focus on Miami's Wellness Challenge.**

Bike Clinic - April 22nd

Celebrate Earth Day by getting bikes tuned up and ready to roll. Join us for a **free, hands-on bike clinic Wednesday, April 22, 2026, from noon to 4 p.m.** on the backyard lawn of Phillips Hall(420 S Oak St, Oxford, OH 45056). (Rain date: April 29). The event will feature games and practical bike skills to help participants feel more confident on two wheels. Learn how to lube a chain, fix a flat, and handle basic bike maintenance. Bring your own bike or use one provided for practice.

A local bike shop will be available to answer questions, share tips, and offer guidance. Participants can also try an e-bike, win prizes and pick up bike-related resources.



OHRM Has Moved!

The OHRM move is officially complete! Staff Development, Employment, Payroll, OEEO, Benefits, and Operations have all moved and settled into their new space on the **second floor of Hoyt Hall**. Parking is available at the rear of the building.