

# HR Connect

Together, WE WILL



## Love and Honor, Leadership and Basketball: Building Great Teams for Lasting Success

The Miami RedHawks men's basketball are generating excitement across campus — and **Head Coach Travis Steele** is quick to point out that success starts with culture. In his **2024 MU Leads talk** and on President Greg Crawford's podcast, In Such a Place, Coach Steele emphasized that "learning to build teams is the key to success in any field."

**Great teams are built intentionally.** Talent alone is not enough. Leaders must understand individual strengths, fill gaps thoughtfully, and anchor their teams in shared values. For Coach Steele, those values serve as a North Star:

- **Compete at every moment**
- **Carry Your Brother**
- **Embody undeniable confidence**
- **Strive for more**



Accountability and ownership are essential. Leaders must own mistakes, keep an open door, and ask, "How can I help?" When leaders empower others and cultivate shared leadership, **commitment grows and teams thrive.**

Coach Steele also reminds us to manage emotion in leadership. Our response often determines our success. By "breaking the game into rounds," checking the pulse of the team, and adjusting as needed, leaders **create resilience and forward momentum.** On the court — and across our University — leadership is not positional; it is shared. When we invest in one another and develop more leaders, **extraordinary results follow.**

The faculty, staff and students at Miami are excited to see how Coach Steele's leadership will continue to drive success of the basketball team – on and off the court – in the weeks to come. To hear more about all of the great things happening in the Miami Redhawk community, listen to **In Such a Place with President Crawford**, wherever podcasts are available.

## Paws for a Cause



Workplace training for **future service and guide dogs** is taking place on Miami's campus. "We are training dogs to be confident in a variety of situations through positive reinforcement." says Alex Stalzer, President of **Paws for a Cause**. "When dogs are confident, they can do their tasks as service or guide dogs even when they encounter something new." Paws for a Cause is a student-led organization that pairs dedicated and trained students with a puppy from one of three accredited groups for 18 months of training time with their student.

Paws for a Cause measures their success by the impact they make on the wider community. The group strives to educate the general public about service dogs and disabilities through **awareness and fundraising.** Donations help provide supplies for puppy raisers, organize group socialization outings, maintain their service dog park, and continue to improve the lives of those in the disabled community.

Looking ahead, the group has long-term plans to provide adaptive outdoor equipment to the Oxford and Miami community. Over time, their **Access in Motion (AIM) plan** will provide paddles for kayaking and paddleboarding, a recumbent cycle, a hand cycle, a swing that holds a wheelchair, and an electric wheelchair that can navigate snowy sidewalks as well as unpaved trails. Their spring fundraisers are the **Red Brick Run/Walk 5K** and a silent auction at the race. [Here's a link to register for the race on April 26 with the proceeds going to Paws for a Cause.](#)

Paws for a Cause intentionally plans their events to build relationships between people, not just people with dogs. "Some of my closest friendships are the ones I made in my first year at Miami in Paws for a Cause," explains Alex. You can meet some of the students in this group at the **FOCUS Health and Wellness Symposium** on March 11, 2026. [Register for the Symposium at this link.](#)

## WORKDAY OUTAGE- MARCH 14TH

In order to install essential updates, Workday will be offline on March 14<sup>th</sup>, 2026. Please plan schedules and time-keeping accordingly

## FSA March Deadline

Don't forget — March 15 is the **deadline to use your remaining 2025 FSA funds.** Any unused balance after March 15 will be forfeited under the **use-it-or-lose-it rule**, so be sure to make eligible purchases or submit expenses before the deadline to avoid losing your money.

### Rec Center Classes - 5 Free Per Week

Miami faculty, staff, and graduate students can attend **five free fitness classes per week** during the school year at the Rec Center. Bring your Miami ID and show it to the instructor to participate.

**More information can be found [here.](#)**

### Upcoming Staff Development Workshops

- **Google Sheets 1** - March 3
- **Unleash Your Potential: A CliftonStrengths Workshop** - March 6
- **Developing Yourself and Others** - March 11
- **Resolving Workplace Conflict** - March 17
- **Google Sheets 2** - March 18

Register to attend in Workday Learning!

### Focus Symposium

Join our Benefits team and the other amazing presenters for this year's **FOCUS symposium on March 11<sup>th</sup>.** For more information and to register:

