

Create a "Talent Bench" where the skills and experience of people already here are highlighted and the career goals of all staff members are listed.

CURRENT CHALLENGE:

Staff development and career growth.

PROPOSED SOLUTION:

While the staff who serve our campus community are recognized for the important role they play here at Fresno State, they also represent a vast pool of talent that is under utilized. Dynamic and successful organizations know what skills and experience their staff members have and what their career goals and aspirations are. Fresno State needs to create a Talent Bench - some way of collecting and making easily accessible to campus leadership, the skills and experience of people who are already here. We should also solicit the career goals of all our staff members. You might be shocked to discover that you have people working in one part of campus who would be fantastic serving somewhere else. It would also make it easier to establish mentor relationships to help those individuals develop new skills that would allow them to achieve their goals all while remaining right here at Fresno State!

BENEFITS TO FRESNO STATE:

Developing the tremendous internal resource we have - our own staff - would be of enormous benefit to Fresno State. These are people who have already demonstrated their commitment to the campus. Discovering that you have people here with skills that are being untapped not only allows the university to maximize the talent already here - it also helps leadership think outside the box. Perhaps some individual or group of people with heretofore undiscovered skills would make it possible to reorganize or approach differently some service, department or operation. Wouldn't it open minds to look thru and see a person and think "wow, what could we do this individual?" I also believe that staff would find it inspiring to realize that they are viewed as more than the job they do - that they represent potential - that their goals and dreams are acknowledged by the university. It would encourage them to dream big - to be BOLD. There are different ways to make this happen. Departments or schools could collect the info - a database could be created that allows staff to upload the information in some form. I just think it is critical that we acknowledge, foster and utilize fully the tremendous asset we have here on campus.

ADDITIONAL INFORMATION: