



Human Resources

Learning and Talent Development

9/18/25



AGENDA

- How & Why We're Evolving LTD Initiatives
- Upcoming Initiatives
- Fostering a Learning Culture
- Prioritizing Your Own Growth
- Providing Your Input
- Connecting with Us



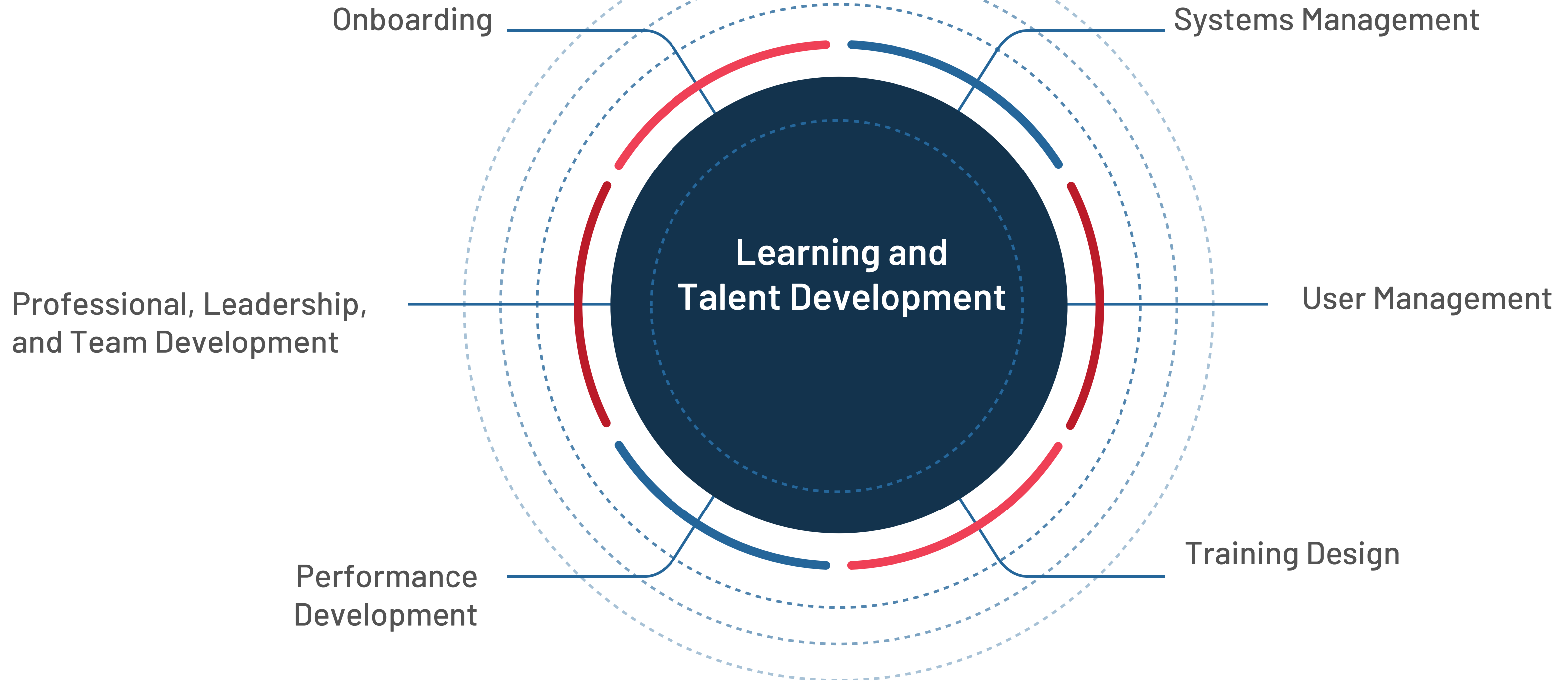
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Alignment of our Team

Talent Development

Learning Services



Human Resources

Evolving LTD Initiatives

- Accessibility and Budget
- No Capacity/Time
- Localized tailoring

- Tiered Personalized Learning
- In the flow of work
- HR team now has an integrated LTD team member



LTD Fall Initiatives

Employee

- Conversations That Matter
- LinkedIn Explorers
- Invest In Your Development
- Career Conversations process and system review
- Crucial Conversations
- More onboarding support

Supervisor/Leader

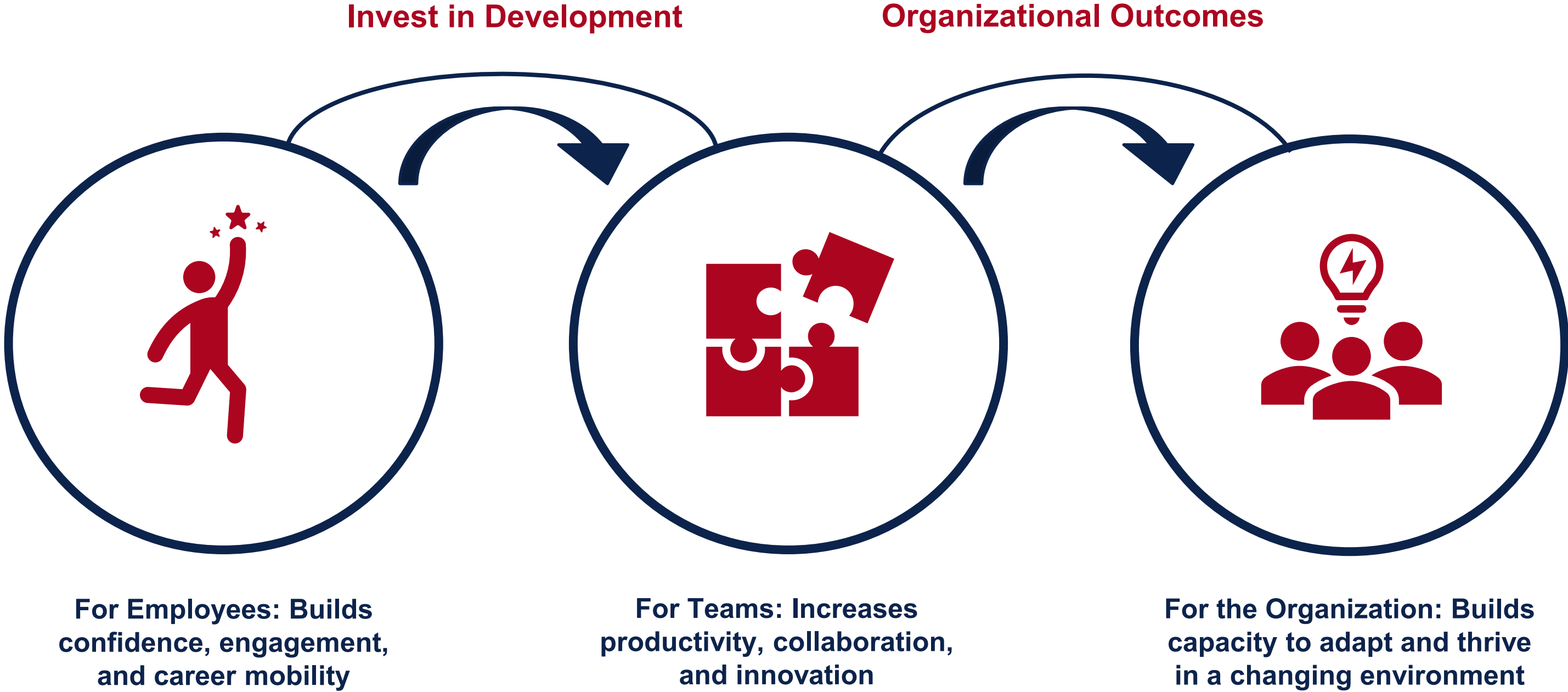
- Linked In Learning AI Coaching tool
- Supervisor Development
 - Monthly Meeting
 - Workshops
 - Onboarding
 - Toolkits

Unit/Department

- Partnering on Specific Capability Development
- CliftonStrengths
- FourSight
- TD Consults



Why Developing Employees Matters



Fostering Team Development



Embed Development in Everyday Work

- Use 1:1s to focus on growth, not just tasks
- Tie projects to career aspirations, stretch goals, and skill-building
- Integrate feedback and reflection into workflow



Building Team Learning Culture

- Encourage curiosity, feedback, peer learning, and knowledge-sharing
- Leverage team discussions for problem-solving
- Review <https://hr.arizona.edu/calendar> in a team meeting
- Celebrate learning wins and progress together



Leveraging LTD Resources Strategically

- Access and match ready-to-use learning tools and platforms
- Connect with your HR Team Learning Partner
- Use LTD consulting and vetted vendors for specialized support



Prioritizing Your Own Development

- ✓ Block time on your calendar for learning and reflection
- ✓ Set personal development goals and track progress
- ✓ Seek feedback and coaching regularly
- ✓ Leverage available resources (workshops, courses, mentors)



Thank You!

HR Team

HR-learnanddevelop@arizona.edu



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