Spring is here and HR Learning and Development wants to help you **THRIVE**! We encourage you to take a look at the suggested online learning resources in this newsletter to help you get started.

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Explore your interests. Develop your skills. **SPARK** your learning and development.

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We invite you to nurture campus-wide collaboration by Sparking a Conversation with the HR Learning and Development team. If you have any comments, questions, feedback, technology tips, success stories about what you’ve learned, or you just need some help finding the right resources, then [Spark a Conversation](#) with the HR Learning and Development team.
The Training Academy online learning system is used to provide required compliance training to University employees and students. Annual compliance training assignments are due 12 months from the date the training was last completed. **Do you know when your mandatory compliance training requirements are due?** Visit the Compliance Training page for more information about mandatory compliance training or log into the Training Academy system to review your assignments.

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**Featured ManageElite Course**

**Effective Employee Discipline** (11 min): At its heart, discipline is meant to make an employee better, which also makes the organization better. And when the problem employee doesn’t get better, he or she is removed from the workplace in a professional and legal way, which still makes the organization better. This module will help guide you through what is one of the toughest challenges a manager faces.

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**Featured ManageElite Monthly Bulletin**

**6 Powerful Ways to Grow Your People:** It pays to remember that developing good people is the one key thing every manager can do to be and remain successful. This bulletin will give you some ideas to get started.

You can access the ManageElite training site from the Employee tab once you are logged into your myBama account. You will use the username: hrdevelopment@ua.edu and password - Alabama.
In addition to providing one-on-one confidential support and training, your Employee Assistance Program also provides online resources such as articles, tips, self-assessment, and skill-building tools.

**Featured EAP Course**

The EAP Skill Builder Center includes short (15 – 20 minute video) courses on a variety of topics which include a short presentation, brief online quizzes and a printable certificate of completion. Go to the EAP site, use “UA” as username, then click in Skill Builder Center (right side of page) to get to the online courses.

**Appreciating Personality Differences:** Why is it that we seem to click with some people and not with others? The ability to identify your own personality style and that of others can increase your effectiveness on the job. This session will discuss a variety of personality styles and strategies for communicating with each type to create a more harmonious work environment. The objectives for this session are to:

- Explore different types of personalities
- Understand individuals in organizations
- Understand stress and conflict
- Understand the role of communication
- Create a collaborative environment

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