

myURHR Quick Tips Guide

3 ACTIONS TO TAKE RIGHT NOW



Support myURHR Change Network Champions and Super Users.

- Encourage Champions/Super Users to attend monthly myURHR Change Network meetings.
- Reinforce with your team any key impacts or actions shared by Champions/Super Users.**
- Brainstorm with Champions/Super Users about different channels available to connect with their colleagues. (Think about how each individual best receives information.)



Prepare to help your team.

- Listen and begin to understand any resistance there may be to the change.** If there are issues you are unable to resolve, your team's Champion can share those with the myURHR Change Management team, and together, we can work with you to address your employees' concerns.
- Review project website and also FAQs with Champions/Super Users to learn together and to consider which questions will be most important to your team.
Project website:
<https://www.rochester.edu/human-resources/professional-success/myurhr/>



Advocate for your team.

- Ensure employees have the time they need to digest upcoming changes** and attend related events (Demo Days) and trainings.
- Work with Champions/Super Users to identify barriers to progress and help to determine ways to address the barriers.
- Provide a comfortable environment for employees to learn, make mistakes, and adapt to the future state.**

