



Leadership and Career Development Cohort Opportunities

University of California, Office of the President

This chart lists leadership and staff development cohort and series opportunities at UCOP as of April 2019. For information on upcoming classes and other learning opportunities, visit [UCOP Learning and Development](#).

Cohort	Description	Target Audience	Cost & Application Process
<p>UC Women’s Initiative for Professional Development (UC WI) This systemwide program supports mid-career women, both faculty and staff, who demonstrate the potential to advance their careers at UC.</p>	<ul style="list-style-type: none"> • Cohort with three in-person full-day trainings • Small working groups • Focused on professional issues for women • Project-based teamwork in between sessions 	<ul style="list-style-type: none"> • Open to all women employees at UC • Women interested in career growth and development 	<ul style="list-style-type: none"> • \$1,925 (excluding travel) • Nomination process and application starts in the fall for each year’s cohort • UCOP places 12 women — six each in the north and south
<p>People Management Series and Certificate This systemwide program supports current and aspiring people managers. It is designed to increase people management capabilities at UCOP and across the UC system.</p>	<ul style="list-style-type: none"> • Self-paced e-learning program with 16 core sessions and four electives • Electives include in-person and online courses • This program includes the Implicit Bias Series • Upon completion, participants can attend the People Management Conference • Starting in September 2019, a new option will allow staff to take this series as a cohort, with in-person learning sessions that complement online training 	<ul style="list-style-type: none"> • Open to any UC employee • Geared for pre-managers through senior leaders 	<ul style="list-style-type: none"> • Free on the UC Learning Center (Select People Management Series and Certificate to find the list of classes.) • The optional People Management Conference costs \$395 (excluding travel and board)
<p>Management Skills Assessment Program (MSAP) This systemwide program strengthens engagement and preparation of high-potential UC supervisors, managers and professionals. It offers an intensive, off-site, assessment center experience for early career managers.</p>	<ul style="list-style-type: none"> • Four days of live training sessions at Lake Arrowhead, including in-depth analysis, one-on-one coaching, peer feedback, and action-planning based on six self-assessments • Required advance work, including surveys, assessments, and writing assignments 	<ul style="list-style-type: none"> • All UC employees who have one to five years supervising or managing people or projects • Highly reflective learners with self-initiative • Learning based on reflection and coaching of assessment results 	<ul style="list-style-type: none"> • \$1,595, excluding travel • Offered in the spring and fall each year • Nomination and application process begins in the summer and fall • UCOP places two people in each cohort

Cohort	Description	Target Audience	Cost & Application Process
<p><u>UC-Coro Systemwide Leadership Collaborative</u> This systemwide program supports senior staff and faculty/academic personnel administrators in developing leadership skills and awareness, focusing on inter-UC location and cross-functional involvement.</p>	<ul style="list-style-type: none"> • Twelve full-day, interactive sessions held at various UC locations, including Campus Field Exploration sessions • About 100 hours of seminar and intersession assignments • Group project-based teamwork in between sessions (40 hours) • Includes attendance at the People Management Conference 	<ul style="list-style-type: none"> • Open to UC employees who are director level and above and have served in their current position for at least one year • Desire to contribute to UC • Ability to commit to attending all sessions and completing rigorous coursework 	<ul style="list-style-type: none"> • \$5,000, excluding travel • Nomination and application process begins each fall for the next year's cohort • Placements for UCOP leaders vary by year
<p><u>UC Managing Implicit Bias Series</u> This systemwide series increases awareness of implicit bias and reduces its impact on UC recruitment and hiring.</p>	<ul style="list-style-type: none"> • A six-course online training series 	<ul style="list-style-type: none"> • Open to any UC employee 	<ul style="list-style-type: none"> • Free on the UC Learning Center • Part of the People Management Series
<p><u>My UC Career</u> This online development portal is available to all UC employees seeking to advance their career. Courses and tools help employees to discover UC career mobility options, highlight strengths and identify how they can achieve their career goals within UC.</p>	<ul style="list-style-type: none"> • Six self-paced e-learning modules that include <ul style="list-style-type: none"> ○ Strength assessments ○ Resume writing ○ Interviewing ○ UC job search ○ Developing references, cover letters and pitches ○ Using social media to achieve career goals 	<ul style="list-style-type: none"> • Open to anyone with a UC email (students, employees, alumni) 	<ul style="list-style-type: none"> • Free at My UC Career • Monthly webinars are available on how to use the portal. Register on the UC Learning Center
<p><u>UCOP-Management Development Program (MDP)</u> This dynamic systemwide training program enhances and strengthens leadership capabilities in the UC core competencies to ensure managers have the skills, knowledge and resources needed to effectively lead, engage and develop their teams.</p>	<ul style="list-style-type: none"> • The program consists of four full-day live course modules: <ul style="list-style-type: none"> ○ Manager Redefined ○ Employee Engagement ○ Exercising Influence ○ Leading Change and Managing Transitions 	<ul style="list-style-type: none"> • Beginning to intermediate UCOP managers • Available at Oakland and UC Path locations 	<ul style="list-style-type: none"> • Free • Will be offered annually at UCOP, beginning in fall 2019

Cohort	Description	Target Audience	Cost & Application Process
<p><u>UCOP Mentorship Program</u> This UCOP program supports mentees in building professional networks, pursuing professional development and exploring UC career possibilities by partnering with an experienced mentor.</p>	<ul style="list-style-type: none"> • Each mentorship program lasts one year, from January through December • Mentors and mentees meet monthly to develop, measure and work towards goals • Mentees also attend an orientation and monthly check-ins with their cohort 	<ul style="list-style-type: none"> • All UCOP employees 	<ul style="list-style-type: none"> • Free • Application process begins in October
<p><u>Take Charge: Developing a Career Strategy</u> This UCOP program provides administrative and support staff with tools to manage and direct their careers. Professional development and career strategy tools include self-advocacy, negotiating, networking and career planning.</p>	<ul style="list-style-type: none"> • This program is five-months long and consists of six two-hour content sessions • Program content is supplemented with self-guided assignments • Participants attend five peer mentoring sessions facilitated by the program consultants 	<ul style="list-style-type: none"> • UCOP administrative and support staff • Performance rating of “successfully meets expectation” or above • Desire to learn new career-planning skills • Committed to attending all sessions and completing assignments. 	<ul style="list-style-type: none"> • Free • Will be offered in fall 2019 • Application and nomination process start in summer
<p><u>UCOP Making Power Moves: Women and Leadership</u> The President’s Advisory Committee on the Status of Women (PACSW) sponsors this professional development course for high-performing UCOP staff who manage people or projects. It provides practical support to help women advance their careers.</p>	<ul style="list-style-type: none"> • The 10-week course begins in the fall and takes place in the late afternoon, from 4-7 p.m. • Topics include self-promotion, networking, negotiation, managing organizational politics, managing up, public speaking, ethical leadership, and coaching techniques 	<ul style="list-style-type: none"> • High-performing women UCOP employees who manage people or projects • Available in Oakland 	<ul style="list-style-type: none"> • \$600 • Open registration process • Offered twice a year, in fall and spring
<p><u>UCOP Staff Development Program</u> This UCOP program supports non-supervisory staff who are committed to expanding their knowledge into functional areas of UCOP. They develop new skills in a small cohort environment.</p>	<ul style="list-style-type: none"> • This program consists of 10 sessions, designed to develop key professional skills, including: <ul style="list-style-type: none"> ○ Project management ○ Presentations ○ Meeting facilitation ○ Influencing others 	<ul style="list-style-type: none"> • High-potential non-supervisory UCOP staff 	<ul style="list-style-type: none"> • Free • Will be offered once a year, starting winter 2020