

Leadership and Career Development Cohort Opportunities

University of California, Office of the President

Email Learning and Development Team ucopl@ucop.edu

This chart lists currently available leadership and staff development cohort and series opportunities at UCOP as of May, 2022. Each cohort title is linked to a webpage with details.

Series and Cohorts for All Roles and Levels at UCOP

Cohorts	Description	Target Audience	Cost and Application Process
UC Systemwide People Management Series and Certificate : This online series supports current and aspiring people managers. It is designed to increase our people management capabilities across the entire UC system.	<ul style="list-style-type: none"> Self-paced e-learning program that includes 16 core sessions and four electives Electives include live and on-demand courses Includes the UC Managing Implicit Bias Series Those who complete this series receive the People Management PLUS certificate 	<ul style="list-style-type: none"> Open to any UC employee Geared for pre-managers to senior leaders Ideal for current or aspiring people managers who would like to learn essential skills for more effective leadership A great opportunity for individual contributors who anticipate moving into a people-manager role and want to acquire critical skills in advance 	<ul style="list-style-type: none"> Free on the UC Learning Center Select People Management Series and Certificate to find the list of classes
UCOP People Management Integrated Learning Program (PM-ILP) : PM-ILP complements the People Management Series and Certificate . Participants meet monthly as a cohort to extend the learning of the e-courses.	<ul style="list-style-type: none"> Eight-month course with eight virtual live sessions aligned to the 16 e-courses in the People Management Series (see above) Live cohort sessions include guest speakers, opportunities to engage in best practices with peers, and resources for workplace use Those who complete this series receive the People Management PLUS certificate Employees who complete this program will receive credit for the 4 required electives needed for the People Management Series and Certificate. 	<ul style="list-style-type: none"> In addition to the criteria outlined above, this experience is geared towards people who value a cohort experience and learning with others 	<ul style="list-style-type: none"> Free Application process for the 2023 cohort begins in November 2022
UC Managing Implicit Bias Series : This systemwide series is designed to increase awareness of implicit bias and reduce its impact at the university.	<ul style="list-style-type: none"> Six-course online training series focused on becoming aware of bias and mitigating implicit bias in the workplace, including in the recruitment and hiring process Part of the People Management Series 	<ul style="list-style-type: none"> Open to any UC employee; required for all people managers A great opportunity for staff to understand what implicit bias is and how understanding it can make them more effective leaders and teammates 	<ul style="list-style-type: none"> Free on the UC Learning Center Select UC Managing Implicit Bias Series to view a list of classes An accompanying course is the Search Committee Best Practices designed for Hiring Committees.

<p>UC Women’s Initiative for Professional Development (UC WI): This systemwide program supports mid-career women-identified faculty and staff who demonstrate the potential to advance their careers at UC.</p>	<ul style="list-style-type: none"> • Cohort with four full-day sessions held over 3 – 4 months • Experiential learning in large groups, small groups and dyads • Focused on professional development issues for women-identified professionals at UC • Assignments between sessions 	<ul style="list-style-type: none"> • Open to all women-identified employees at UC • All employees who support the advancement of women-identified professionals at UC are welcome to attend • Mid-career women-identified faculty, staff and academic personnel who are interested in career growth and development 	<ul style="list-style-type: none"> • Nomination process complete for 2022-23; Next cohort open for nomination in March, 2023 • OP places 12 participants — six each in the north and south • \$ 1,925 (Paid for by the participant’s department.)
<p>UCOP Mentorship Program: This nine-month program partners UCOP staff with an experienced mentor to help expand their networks, enhance their professional development, explore potential career possibilities get targeted coaching and guidance.</p>	<ul style="list-style-type: none"> • Lasts one year • Mentors and mentees meet monthly to work towards collaboratively created goals • Monthly mentee cohort meetings 	<ul style="list-style-type: none"> • All UCOP employees interesting in growing their skills in a one-on-one setting with an experienced leader 	<ul style="list-style-type: none"> • Free • 2022-23 Application process begins August 2022

Series and Cohorts for Managers and Supervisors at UCOP

Cohorts	Description	Target Audience	Cost and Application process
<p>Manager Essentials at UCOP (ME@UCOP): This new cohort program supports new managers who are interested in learning essential UCOP processes, policies, competencies and leadership philosophies while building community and connection with their peers.</p>	<ul style="list-style-type: none"> • Three full days, 8:30 a.m. – 3:30 p.m., once a week for three weeks • Blended learning approach: Participants will watch e-courses prior to sessions to allow facilitators to focus on interactive training, discussion and questions 	<ul style="list-style-type: none"> • Newly hired or promoted UCOP people managers • Recommended or requesting to take the program 	<ul style="list-style-type: none"> • Free • Cohorts will take place throughout the year • Complete this form to apply
<p>People Leader Forum is a monthly opportunity for people managers to connect with one another to develop leadership skills, build community, and share best practices.</p>	<ul style="list-style-type: none"> • Rotating topics every third Friday of each month from 1-2 p.m. (PT). • Designed for people managers to share best practices, swap strategies for navigating current challenges and learn to better support themselves and their teams. 	<ul style="list-style-type: none"> • This course is open to Managers/Supervisors only. 	<ul style="list-style-type: none"> • Free • No applications • Register on The Learning Center
<p>Management Skills Assessment Program :This program is designed to strengthen the engagement and preparation of high-potential early-career UC supervisors and managers.</p>	<ul style="list-style-type: none"> • Four days at Lake Arrowhead that include in-depth analysis, one-on-one coaching, peer feedback and action-planning based on five self-assessments • Requires pre-session work, including a 360 survey and presentation preparation 	<ul style="list-style-type: none"> • UC employees with 1-5 years’ experience supervising or managing people • Highly reflective learners with self-initiative 	<ul style="list-style-type: none"> • Program on hiatus due to COVID. Only offered in person • Cost: \$1595, not including travel (paid by the participant’s department)

It offers an intensive, off-site, assessment center.		<ul style="list-style-type: none"> • Learning based on reflection and coaching of assessment results 	<ul style="list-style-type: none"> • 2022-23 slots are full due to hiatus during remote work
Cohorts for Senior Leaders at UCOP			
Cohorts	Description	Target Audience	Cost and Application process
UC-Coro Systemwide Leadership Collaborative This program supports senior staff and faculty/academic personnel administrators in developing leadership skills and awareness, focusing on inter-UC location and cross-functional involvement.	<ul style="list-style-type: none"> • 12 full-day interactive class sessions held at various UC locations, including campus field exploration sessions • Requires about 100 hours of seminar and intersession assignments • Group projects between sessions are an additional 40 hours • 	<ul style="list-style-type: none"> • Director level and above • Served in current position for at least one year • Desire to make a contribution to UC • Ability to commit to attending all sessions and completing rigorous coursework and group project 	<ul style="list-style-type: none"> • \$5,000 per participant, not including travel (paid for by participant's department) • Nomination process open end of April- beg of May • The number of openings for UCOP leaders changes yearly