



Dwaine B. Duckett
Vice President for Human Resources
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OFFICE OF THE PRESIDENT
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August 5, 2016

PRESIDENT NAPOLITANO
CHANCELLORS

RE: Announcing the UC Systemwide People Management Series and Certificate

As discussed in the February Council of Chancellors meeting, your call to increase our leaders' people management capability continues to be a priority at the University. In support of this ongoing initiative and in partnership with various UC locations' training departments, Systemwide Talent Management is pleased to launch the **People Management Series and Certificate Program**. The program's content and design has been nominated for the "Learning in Practice Award for Talent Management" by Chief Learning Officer Magazine (CLO), a national organization focused on best practices in Learning and Talent Management.

This program is designed to:

- Reinforce the cultural shift toward the increased importance of people management
- Create a baseline for people management skills across the system
- Address this key area of feedback per the Employee Engagement Survey
- Integrate with campus/location based efforts in this area
- Recognize individuals who invest in their development to prepare for career progression toward management and leadership jobs.

The series and certificate build upon a selected group of eCourses and provide a comprehensive systemwide program for everyone with people management responsibilities. Consisting of *Core and Elective courses*, the series and certificate include local and systemwide programs and eCourses, as well as in-person learning experiences. Courses cover the following topics: *Performance Management, Managing People, Administration & Operations, Change Management and Communications*.

The certificate program will be tracked via the UC Learning Center (LMS) and certificate requirements are ready for your LMS Administrators to make available in your respective

organizations. We have begun implementation with all locations this month, with a planned completion in November, 2016. This program represents efforts and collective work from across the system to design a program that serves our current and future staff development needs.

In addition, those who complete the certificate will be eligible to attend the **UC Systemwide People Management Conference** to be held in the **Summer of 2017**. The Conference will bring together leaders from across UC who have completed the People Management Certificate, the Management Development Program (MDP) or the UC-CORO Systemwide Leadership Collaborative. The goal of the annual conference is to provide attendees with the opportunity to collaborate/exchange with one another, learn about current topics, share best practices and continue their learning on relevant leadership topics within the UC system.

If you have any questions or would like to provide feedback, please feel free to contact myself or Donna Salvo, the Executive Director of Systemwide Talent Management and Staff Development.

Sincerely,

A handwritten signature in black ink that reads "Dwaine B. Duckett". The signature is written in a cursive style with a large, stylized "D" at the beginning.

Dwaine B. Duckett
Vice President for Human Resources

cc: Executive Vice President Nava
Executive Director Salvo
Director Rasmussen
Director Barton

Attachment: Program Overview