



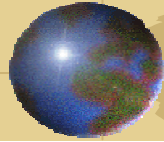
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Campus Human Resources



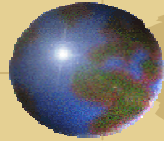
UCLA Training and Development

February 2006



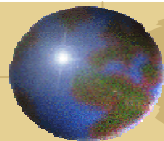
Primary Service Areas

- ✦ Training Programs
- ✦ Management Development with Anderson School Executive Education Program
- ✦ Career Development Programs
- ✦ Organizational Development Services
- ✦ UC Systemwide Programs

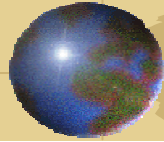


Career Development Programs

- Staff Enrichment Program (SEP)
 - Entry-level audience to gain career traction
 - Annual, 12-month cohort for 30-35 participants
- Professional Development Program (PDP)
 - Professional staff audience as leadership preparation
 - Annual, 12-month cohort for 25-30 participants
- Career Discovery Series
 - Open workshops for career planning
- Career Counseling Services

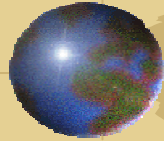


Best Practices in Professional Development



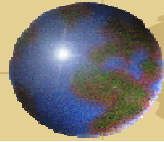
Management Seminar Series

- Partnership with UCLA Anderson School Executive Education Program
- UCLA and national faculty contributors
- Annual themes –
 - 2001: Leading the Future
 - 2002: Power and Influence
 - 2003: Oh Brave New World
 - 2004: Sustain Your Spirit
 - 2005: Profiles in Leadership
- Quarterly seminars on management topics



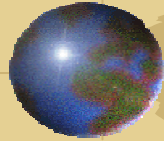
Professional Development Program (PDP)

- Multi-day off-site retreat
- Monthly workshops and seminars
- Career planning and coaching
- Structured mentorships with senior leaders
- Buddy matching with program alumni
- Team-based projects sponsored by departments
- Familiarization visits to campus operations
- 360-degree assessment
- Stipend for professional development
- Graduation ceremonies



Success Drivers

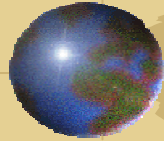
- Offers tools and skill building
- Fosters teamwork
- Instills public speaking comfort
- Nurtures professional networks
- Enhances participant visibility to leaders
- Builds confidence
- Fosters mission identification and institutional commitment
- Track record of success by past participants



Cumulative Outcomes

- Early participants now in MSP ranks
- Senior leaders engaged in contributing to development
- Management reinforced for supporting development
- Team projects delivering business results for sponsoring departments
- Alumni energizing and leading Staff Assembly

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Developing People Opens Doors