

# UC-CORO Systemwide Leadership Collaborative – FAQ's

## **Who is CORO Northern California?**

CORO Northern California has been assisting the University of California since 2006 to develop current and future administrative and faculty leaders. UC and CORO have trained over two hundred faculty at UC San Francisco and over sixty faculty and administrators at the UC Davis Health System. At UC Office of the President, we have trained thirty six senior leaders through CORO.

## **What is the UC-CORO Systemwide Leadership Collaborative?**

This is a systemwide leadership program for experienced leaders in partnership with CORO Northern California. This program will focus on the benefits of exposing them to inter-campus and cross-functional involvement. With the program being tailored to the Director level and above, the participants will have field study opportunities to work on a specific campus or medical center leadership initiative.

## **Who is eligible for the program?**

The UC-CORO Systemwide Leadership Collaborative targets high level administrators who report to cabinet-level leaders. The purpose is to enhance the leadership skills of those individuals and foster relationships, networking, and collaboration across UC.

## **How many participants can the program support?**

The UC-CORO Systemwide Leadership Collaborative will be offered to forty to forty five administrators from UC locations. The participants will form a Northern California cohort and a Southern California cohort. Each cohort is comprised of twenty to twenty three participants.

## **What is the application or nomination process?**

Nominations will be accepted from October 5 to November 13, 2015. Nominees will be sent a notification in November with instructions for submitting their participation information.

## **What is the criterion for nomination?**

- Must be a direct report to the Chancellor or direct report to a member of the Chancellor's cabinet (Director level and above)
- Must be in current position for at least one year
- Should possess strong personal initiative and motivation
- Should have the ability to work well within a diverse group
- Must have the desire to make an active contribution to UC
- Must show evidence of leadership experience or potential and meaningful involvement in their workplace or community
- Must have a good standing performance (not on any corrective action plan)
- Must have the commitment and support by nominating sponsor that nominee will attend all 12 sessions, additional project work and graduation. (Nominee will be asked to complete pre-work prior to program start)

## **How much investment of time can the participant expect?**

The program is rigorous and requires a firm commitment of approximately 100 hours over a period of 11 months and intersession assignments. A group project requires an additional time commitment.

## **Where will the classes be held?**

Northern and Southern California cohorts will meet separately. Project presentations and graduation will include both cohorts and be held at UCOP. The schedule can be found on the last two pages of this document.

**Can you give a brief overview of what is covered in this leadership collaborative?**

Program components consist of:

Twelve full-day interactive seminars: Held on various campuses, including Campus Field Exploration sessions which involve gathering information to gain improved understanding and appreciation of strengths and challenges facing campus leaders and departments

Logic Study: Create a culture of collaboration, examine the complexities of an organization or department, create understanding of the leadership styles in/of the group, and establish the group as a framework of learning for participants

Home Teams: Work groups throughout the session

Practicum: Each participant identifies a small group within the organization to use as a laboratory in which to explore CORO tools

Final presentations from project work: Focusing on recommendations to Chancellors and other UC senior leaders

**What is the cost of the program?**

Funding for the program is the responsibility of each location and cost will be \$5,000 per participant. All travel arrangements and travel related costs should be handled by the participant and submitted for reimbursement from the participant's department/campus using the established T&E process at the participant's location. Meals during sessions and room rental expenses will be covered separately by the UC-CORO Program.

## Where can I go to get more information?

You can access the UC-CORO Website:

<http://uccoro.ucop.edu>

Also contact: Donna Salvo, [donna.salvo@ucop.edu](mailto:donna.salvo@ucop.edu) 510-987-9923



The screenshot shows the UC-CORO website interface. At the top left is the University of California logo and the text 'Office of the President'. To the right are navigation links for 'Jobs', 'People', and a search bar. Below this is a main navigation menu with 'HOME', 'MISSION', 'ORGANIZATION', and 'INITIATIVES'. A breadcrumb trail reads 'UCOP > COO > Human Resources > UC-Coro Collaborative'. The main heading is 'Human Resources', with sub-sections for 'OVERVIEW', 'STAFF & UNITS', and 'MISSION & STRATEGIC PLAN'. The 'OVERVIEW' section is active, featuring the 'UC-Coro Systemwide Leadership Collaborative' title and a circular logo with 'CORO' in the center. The text describes the program's history and goals. To the right, a '2016 PROGRAM RESOURCES AND TOOLS' section lists several links to program documents.

UNIVERSITY OF CALIFORNIA Office of the President

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HOME MISSION ORGANIZATION INITIATIVES

UCOP > COO > Human Resources > UC-Coro Collaborative

## Human Resources

OVERVIEW STAFF & UNITS MISSION & STRATEGIC PLAN

### UC-Coro Systemwide Leadership Collaborative



CORO Northern California has been assisting the University of California since 2006 to develop current and future administrative and faculty leaders. CORO has assisted with training over 350 faculty, administrators, staff and senior executives at UC.

This leadership program will focus on the benefits of inter-campus and cross functional involvement. With the program being tailored at the director level and above, the participants will have field study opportunities to work on a specific campus or a medical center leadership initiative. The UC-CORO Systemwide Leadership Collaborative will be offered to 40 - 45 administrators from UC campuses to form a Northern California cohort and a Southern California cohort. The program will include campus explorations where participants will interview campus leaders and have the opportunity to visit and learn about the institution. This provides a direct opportunity to get a sense of the physical, intellectual, administrative and cultural nature of multiple University of California campuses.

#### 2016 PROGRAM RESOURCES AND TOOLS

- [Pre-Program Handbook \(pdf\)](#)
- [2016 Leadership Collaborative Program Schedule](#)
- [2016 Leadership Collaborative Nomination Instructions and Form](#)
- [Criteria for Leadership Challenge Project \(pdf\)](#)
- [2016 Coro Logic Study Fact Sheet \(pdf\)](#)
- [2016 Leadership Challenge Criteria](#)
- [2016 FAQ's](#)



## 2016 UC-CORO Systemwide Leadership Collaborative

### 2016 UC-CORO Leadership Collaborative Program Dates and Locations of meetings for Northern California:

All travel arrangements and travel related costs should be handled by the participant and submitted for reimbursement from the participant's department/campus using the established T&E process at the program participant's location. (Meals during class programs and room rental expenses will be covered separately by the UC-CORO Program)

*Northern California locations: UC San Francisco, UC Davis, UC Berkeley, UCOP, UC Santa Cruz, UC Merced, ANR, LBNL*

<i>Northern California – 2016 UC-CORO Leadership Collaborative*</i>		
DATE	CLASS	LOCATION
January 12, 2016	Welcome, Kick-off and Logic Study	Berkeley Lab
February 18, 2016	Understanding Ourselves & Our Surroundings Leader Interview	Berkeley Lab
March 15, 2016	The Power of Inquiry and Active Listening Leader Interview	UC Berkeley
April 13, 2016	Strategic Communications (both cohorts)	UCOP
April 14, 2016	Group Project Discussion & Optimal Decision Making (both cohorts)	UCOP
May 17, 2016	Playing to One's Strengths and Maintaining Positive Relationships Leader Interview	UC Santa Cruz
June 21, 2016	Campus Exploration, Project Planning and CORO Skills Review	UC Santa Cruz
July 19, 2016	Campus Exploration, Project Planning and Systems Thinking	UC Davis
August 16, 2016	One-on-One Feedback & Strategic Communications Leader Interview	UC Davis
Sept. 20, 2016	Constructive Conversations & Negotiations Leader Interview	UC Merced
October 18, 2016	Campus Exploration, Project Planning and CORO Skills Review	UC Merced
November 1, 2016	Reflected Best Self	UC Berkeley
December 7, 2016	Graduates' Dinner	Oakland
December 8, 2016	Project Presentation & Graduation	UCOP
<i>* Graduates' Dinner and Project Presentation &amp; Graduation will include both cohorts from the Northern and Southern California programs</i>		



## 2016 UC-CORO Systemwide Leadership Collaborative

### 2016 UC-CORO Leadership Collaborative Program Dates and Locations of meetings for Southern California:

All travel arrangements and travel related costs should be handled by the participant and submitted for reimbursement from the participant's department/campus using the established T&E process at the program participant's location. (Meals during class programs and room rental expenses will be covered separately by the UC-CORO Program)

*Southern California locations: UC Los Angeles, UC Irvine, UC San Diego, UC Santa Barbara, UC Riverside, ANR*

<i>Southern California – 2016 UC-CORO Leadership Collaborative*</i>		
<b>DATE</b>	<b>CLASS</b>	<b>LOCATION</b>
January 14, 2016	Welcome, Kick-Off and Logic Study	UC Los Angeles
February 11, 2016	Understanding Ourselves and Our Surroundings Leader Interview	UC Los Angeles
March 17, 2016	The Power of Inquiry & Active Listening Leader Interview	UC Los Angeles Health Center
April 13, 2016	Strategic Communications (both cohorts)	UCOP
April 14, 2016	Group Project Discussion & Optimal Decision Making (both cohorts)	UCOP
May 19, 2016	Playing to One's Strengths and Maintaining Positive Relationships Leader Interview	UC Riverside
June 23, 2016	Campus Exploration, Project Planning and CORO Skills Review	UC Riverside
July 21, 2016	Campus Exploration, Project Planning Day and Systems Thinking	UC San Diego
August 18, 2016	One-on-One Feedback & Strategic Communications Leader Interview	UC San Diego
September 22, 2016	Constructive Conversations & Negotiations Leader Interview	UC Irvine
October 20, 2016	Campus Exploration, Project Planning Day and CORO Skills Review	UC Irvine
November 3, 2016	Reflected Best Self	UC Irvine
December 7, 2016	Graduates' Dinner	Oakland
December 8, 2016	Project Presentation & Graduation	UCOP
<b>* Graduates' Dinner and Project Presentation &amp; Graduation will include both cohorts from the Northern and Southern California programs</b>		