



Dwaine B. Duckett
Vice President for Human Resources
(510) 987-0301; (510) 587-6476 Fax

OFFICE OF THE PRESIDENT
1111 Franklin Street, 5TH Floor
Oakland, California 94607-5200

October 5, 2015

**PRESIDENT
CHANCELLORS
EXECUTIVE VICE CHANCELLORS
VICE CHANCELLORS OF ADMINISTRATION**

RE: 2016 UC-CORO Systemwide Leadership Collaborative

In 2015 we launched our first UC-CORO Systemwide Leadership Collaborative Program. Due to the high level of interest and ongoing demand, we are pleased to offer the program for 2016.

As a refresher, this leadership program will focus on the benefits of inter-campus and cross-functional involvement. With the program being tailored for individuals 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 2016 UC-CORO Systemwide Leadership Collaborative will be offered to 40 - 45 high performing senior administrators from UC campuses. The participants will form a Northern California cohort and a Southern California cohort. Each cohort will follow the same curriculum. The program will include campus explorations when 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.

The program is rigorous and requires a firm commitment of approximately 100 hours of seminars and intersession assignments. A group project will require an additional time commitment of approximately 40 hours. This is a substantial commitment and by nominating an individual you are agreeing to the time commitment and support of their attendance. CORO provides independent input into the successful completion and certification for the individuals in the program.

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

Overarching outcomes from the program would include:

- Enhanced leadership abilities through exposure to and practice with a broad array of leadership tools and concepts that emphasize self and group awareness, interpersonal communication and insightful analysis of resources and systems;

- A deepened connection to peers and colleagues and an on-going network of leaders that transcends boundaries across UC;
- Increased confidence to initiate positive change and innovation across all levels of UC; and
- Improved relationships between UC leaders; the beginning of a cultural shift across the UC system that will yield more collaborative partnerships.

Program components will consist of:

- Eleven, full-day interactive seminars held on various campuses, and will include Campus Field Exploration sessions, which would involve gathering information to gain improved understanding and appreciation of strengths and challenges facing campus leaders and departments.
- Logic Study—Creating 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 focusing on recommendations to Chancellors and other Senior Leaders in UC.

Timing:

- Initiate selection of participants in November 2015.
- Cohort program scheduled to run from January to November, 2016 (North and South). Graduation in December 2015.

Program Costs:

- Cost for each participant in the program will be \$5,000.

I will be providing you more detailed information about the program along with the criteria for nomination, selection, and participation in the next couple of weeks.

Sincerely,



Dwaine B. Duckett
Vice President for Human Resources

cc: Division Leaders
Chief Human Resources Officers
Training Directors
Executive Director Salvo