Leadership and Career Development Cohort Opportunities
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This chart lists currently available leadership and staff development cohort and series opportunities at UCOP as of November, 2023. 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.	• 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	• 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	• 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.	• Seven-month cohort program aligned with the 16 e-courses in the People Management Series (see above)
	  • Virtual track available only for fully remote or UCPath, Sacramento, or UCDC employees: Jan-Jul 2024
	  • In-person track for Oakland hybrid/in-person employees: Mar – Oct 2024
	• Employees who complete this program will receive credit for the 4 required electives needed for the People Management Series and Certificate.
		• In addition to the criteria outlined above, this experience is geared towards people who value a cohort experience and learning with others	• Program is Free
			• Materials Fee ($25): Strengths Finder Assessment
			• Application process for the 2024 cohorts begin in November 2023

UC Managing Implicit Bias Series: This systemwide series is designed to increase awareness of implicit bias and reduce its impact at the university.	• 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	• 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	• 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.

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.	• 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	• 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	• Nomination process complete for 2023-2024; Next cohort open for nomination in March, 2024 • OP places 12 participants — six each in the north and south • $ 1,925 (Paid for by the participant's department.)
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.	• Lasts one year • Mentors and mentees meet monthly to work towards collaboratively created goals • Monthly mentee cohort meetings	• All UCOP employees interesting in growing their skills in a one-on-one setting with an experienced leader	• Free • 2024 Application process begins October 2023
Series and Cohorts for Managers and Supervisors at UCOP			
Cohorts	**Description**	**Target Audience**	**Cost and Application process**
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.	• Four consecutive weekly sessions with 1 full day, 9a.m. – 4p.m., and 3 half day sessions, 8:30am-12pm • Blended learning approach: Participants will watch e-courses prior to sessions to allow facilitators to focus on interactive training, discussion and questions	• Newly hired or promoted UCOP people managers • Recommended or requesting to take the program	• Free • Cohorts will take place throughout the year • Register in the UC Learning Center
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.	• 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.	• This course is open to Managers/Supervisors only.	• Free • No applications • Register in the UC Learning Center
Management Skills Assessment Program :This program is designed to strengthen the engagement and preparation of high-potential early-career UC supervisors and managers.	• 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	• UC employees with 1-5 years' experience supervising or managing people • Highly reflective learners with self-initiative	• Program on hiatus and is not accepting applications. • Cost: $1595, not including travel (paid by the participant's department)

It offers an intensive, off-site, assessment center.		• Learning based on reflection and coaching of assessment results	

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.	• 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 •	• 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	• $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