Organizational Effectiveness & Learning
Strategic Partners in Removing Organizational Barriers and Driving Change

Revised 08/21/15

Leadership Development Course Offerings

Course offerings have been developed based on organizational needs and skill gaps identified in VOC interviews and organizational assessments.

Managing Performance Expectations & Accountability (3.5 hours) *CE credit*

Objective: Understand and practice establishing results- oriented performance expectations. Learn how to identify, proactively address and correct performance issues.
Audience: All supervisors. Managers and directors may attend.
Sessions: Sep. 9
Registration: UC Learning Center; search for "Managing Performance Expectations"

Effectively Conducting Performance Appraisals (3.5 hours) *CE credit*

Objective: Identify primary communication style preferences; optimize performance appraisals; master ongoing feedback; and understand the connection of the preceding to increased employee engagement and trust levels. Discuss and apply ratings calibrations through case study discussions.
Audience: All supervisors. Managers and directors may attend.
Sessions: Sep. 28
Registration: UC Learning Center; search for "Conducting Evaluations"

Effectively Managing Conflict (3.5 hours) *CE credit*

Objective: Identify individual primary conflict style modes and understand how to proactively address conflict situations; understand the keys to identifying and engaging in crucial conversations for maximum effectiveness and results.
Audience: All supervisors. Managers and directors may attend.
Sessions: Sep. 2
Registration: UC Learning Center; search for "Effective Conflict Management"

Management Development Program (4 days) *CE credit*

Objective: UC wide program that supports the evolving role of a leader. Master strategies and tools that promote employee engagement and development. Learn strategic approaches to making organizational change and effectively exercising influence.
Audience: All managers. Directors may attend.
Sessions: 1) Sept 30: Manager Redefined, 2) Oct 21: Employee Engagement, 3) Oct 29: Exercising Influence (NEW) and 4) Nov 2: Change Management (NEW) (all four days required for completion)
Registration: UC Learning Center; search for "MDP"

Leading Change and Managing Organizational Transition (2 day) *CE credit*

Objective: This two-day workshop focuses on applying a six-stage change model to current change initiatives, and understanding an individual transition model for managing the human side of change and increasing productivity and results.
Audience: Directors and managers
Sessions: Oct. 6 and 9 (both days required for completion)
Registration: UC Learning Center; search for "MOT"

Coaching for Improved Performance (4-6 hours) *CE credit*

Objective: Coach your employees to improved performance using the GROW coaching model; set the right Goals; accurately assess the current Reality; identify Options and solutions; Wrap up by removing obstacles and committing to action.

Audience: All supervisors. Managers may attend.

Sessions: Oct. 15

Registration: UC Learning Center; search for "Coaching Performance"

UC People Management Series, Computer Based Training (1/2 hour modules) *NOW AVAILABLE*

Objective: The People Management Series is a set of eight online e-courses that covers the fundamentals of performance management. All people managers, and those who aspire to manage people, can take this series of 30 to 60 minute modules that include: Setting Expectations & Performance Goals; Giving & Receiving Feedback; Engaging and Developing Employees; Motivating, Recognizing and Rewarding Employees; Coaching for Performance; Managing Corrective Action

Audience: All supervisors. Managers and directors may participate.

Registration: UC Learning Center; search for "People Series"

Staff Development Offerings

The Oz Principle (1 day) *CE credit*

Objective: The Oz Principle is based on creating a culture of *accountability*, the first of our core ARIISE values. Learn the "See it, Own it, Solve it, Do it" methodology and "Above the Line" mentality that is essential to UC Irvine Health attaining our key results.

Audience: *Now open to all employees!*

Sessions: Aug. 27, Sep. 15, Oct. 28, Dec. 1, **Team sessions available upon request**

Registration: UC Learning Center, search for "Oz"

Project Management Overview (1 day) *CE credit*

Objective: Discover proven tools and concepts that will considerably enhance the outcome of your project. Make certain that projects achieve their objectives, meet deadlines, and come in within budget.

Audience: Individuals new to project management, participants on project teams, and those responsible for leading projects small in scope. *Must have your leader's approval to attend this course.*

Sessions: TBA

Project Management Tool Box (2 day) *CE credit*

Objective: Master the project life cycle: project definition; practical and collaborative methods for creating a successful project charter; building and managing a high performance project team; perform risk analysis; and project closure.

Audience: Individuals involved in leading larger projects with project teams. *Must have your leader's approval to attend this course.*

Sessions: TBA

Learning OnDemand *NOW AVAILABLE TO ALL STAFF*

Objective: Benefit from a library of e-learning courses, books, videos, audio books and quick lessons designed to enhance personal and professional development that directly corresponds to UC Irvine Health's competencies and values.

Audience: Open to all staff with a UCnetID*

*****Visit from your desk, home, or tablet today:** ucirvinehealth.org/learningondemand

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