

Supervisory, Management, & Leadership Development Progression

Program	Supervising Today's Students Partner Program	Supervisor Training@Iowa	PASS-Engaging Yourself and PASS-Engaging Your Team	Advanced Management Series	UI LEAD-Intercollegiate Cohort	Executive Leadership Academy-Higher Ed	DEO Leadership Program Partnership w/Provost
Audience	w/Pomerantz Career Center and UI STEP Faculty and staff who hire onboard, develop and lead student employees No application needed	Required training for faculty and staff in supervisory roles	Front-line staff leaders with functional supervision of staff or emerging to mid-level staff leaders with administrative management of staff can apply or be nominated	Emerging to mid-level staff leaders with administrative management of staff can apply or be nominated	Current faculty and staff leaders in expanding roles can apply or be nominated	Mid-to-senior level faculty and staff leaders; ELA-Higher Education is a nomination/application process. UI Health Care runs a separate ELA	Provost Office coordinates enrollment for incoming, first year faculty department chairs and associate deans
Format	<ul style="list-style-type: none"> Classroom Self-paced (take any 6 of 9 courses-does not need to be within one semester) Open enrollment by course via Self Service 	<ul style="list-style-type: none"> Open enrollment by course via Self-Service/My Training Also available online (ICON), located within Self-Service/My Training 	<ul style="list-style-type: none"> Classroom Campus-wide cohort Self-assessment Offered spring and/or fall semesters 	<ul style="list-style-type: none"> Classroom Campus-wide cohort Case discussion group Goal setting with one's leader(s) Self-assessment Offered Jan-June <p>*Updated AMS anticipated for 2023</p>	<ul style="list-style-type: none"> Roundtables with leadership Topical workshops Case discussion groups Cohort-led discussions Self and 360 assessments Executive coaching Offered May-Aug 	<p>Interactive Discussions (UI and external speakers)</p> <p>Academy Elements:</p> <ul style="list-style-type: none"> Immersion Individual Coaching Sponsored Team Project Project Management Mentor Service Project 	<ul style="list-style-type: none"> Classroom (UI facilitators) Dedicated mentor Executive coaching Resource referral Self-assessments Cohort socials
Topics	<p>6, 1.5 hr. sessions:</p> <ul style="list-style-type: none"> Pre-Employment Process Coaching How Students Learn Effectively Leading Students Boosting Student Workplace Performance with StrengthsFinder Conflict Management Generational Engagement Supervising International Students, & More! 	<p>30-minute Overview and 3, 1.5 hour sessions</p> <ul style="list-style-type: none"> Overview (online only) Recruiting, Hiring, and Onboarding Engaging and Retaining Employees Facilitating Performance, Coaching, and Documentation 	<p>9. 2-2.5 hour core sessions.</p> <p>PASS-Engaging Yourself:</p> <ul style="list-style-type: none"> Emotional Intelligence, Strengths, Developing & Leading a Diverse Team, Work Styles, Feedback, Generations, Respect, Resilience and Time Management <p>PASS-Engaging Your Team:</p> <ul style="list-style-type: none"> Hiring and Onboarding, Building a Great Team w/Strengths, Engaging and Retaining Your Team, Effective Performance Management. FMLA and ADA and Compliance. Challenging Conversations, Conflict Management, Employee Relations Foundations, Change Management Essentials 	<p>11 workshops; multiple case discussion sessions</p> <ul style="list-style-type: none"> Ethics, Options, and Insight DISC Management Conflict Management Work Organization & Time Management Motivating the Elephant Process Improvement Emotional Intelligence & Diversity Your Role in Supporting Staff Performance Managing for Improvement Communicating for Performance Integrated Health Mgmt. 	<p>Customizable learning objectives and topics</p> <p>Roundtables with deans and senior associate deans, and participants' supervisors</p> <p>4, 1:1 coaching sessions</p> <p>4 group workshops: such as</p> <ul style="list-style-type: none"> Defining leadership vision Strengths-based Leadership DISC Management Other topics determined by cohort 	<ul style="list-style-type: none"> Transformational Leadership Intellectual Stimulation Individual Consideration Idealized Influence Inspirational Motivation 	<p>5, 1 hr. coachings</p> <p>6, 1.5 hr. cohort sessions</p> <ul style="list-style-type: none"> Making the Transition to Expanded Academic Leadership Roles Managing Departmental Resources Leadership Communication: Skills and Resources Leading and Developing People Introduction to Data and Sources of Information Wrap-up, Next Steps and Celebration <p>Additional opportunities: DEO leadership conversations and workshops</p>
Fee	\$0 for UI employees	\$0 for UI employees	\$0 for UI employees	\$200 for UI employees	\$485 for UI employees	\$2000 for UI employees	Supported by Office of the Provost
Contact hours	9 hrs. in class	5 hrs. in class	22.5 hrs. in class	33 hrs. in class	14-18 hrs. in class + 4 hrs. coaching	72 hrs. (6 academy elements)	9 hrs. in cohort sessions + 5 hours coaching and 5 hours mentorship
Timeline to Finish	Self-paced	Self-paced	10 weeks, with one week off from coursework	6 months	4 months	7 months	8 months (Sept-May)

[Building University of Iowa Leadership for Diversity \(BUILD\)](#): BUILD is a collaborative initiative led by the Division of Diversity, Equity, and Inclusion and Organizational Effectiveness, along with the contributions of many of campus thought leaders.