LEADERS EMERGE HERE

Do you think of yourself as a leader, someone who can inspire others, overcome challenges, turn opportunities into results, and make a contribution? Leadership skills like these can be nurtured and developed to their full potential with guidance, dedicated effort, and sustained enrichment.

Professional Development Accelerates Careers

The Professional Development Program (PDP) is a highly respected career and leadership development program coordinated by Training and Development in Campus Human Resources. Launched in 1994, PDP believes individuals lead most effectively when they discover, understand, and apply their unique talents to “real-world” situations in the University environment.

The program provides participants with valuable tools which enable them to:
- Navigate leadership challenges successfully
- Strengthen professional competencies
- Gain exposure to a rich menu of UCLA career tracks
- Deepen institutional loyalty and commitment
- Develop lasting, career-enhancing networks
- Prepare to serve in increasingly responsible roles

Program Objectives

Recognizing the need for UCLA to invest in our diverse talent, PDP is designed to develop and nurture a pipeline of outstanding staff members who will assume the cross-functional responsibilities of University leaders.

The program strives to:
- Fast-track high-potential employees for leadership positions
- Provide UCLA with a broadly skilled pool of qualified staff to meet the challenges of a changing University environment
- Develop a diverse pool of professional and managerial talent
- Increase retention of UCLA’s up-and-coming professionals, managers, and supervisors
- Augment leadership competencies through skill development, mentoring, and networking
- Instill a deeper understanding of University culture and institutional structure
- Enhance leadership’s awareness of the strengths of our own workforce

What You Can Expect

PDP unfolds over a full year, allowing participants exposure to a variety of enriching activities that tap into UCLA’s rich resource of leadership expertise. From group seminars with topical experts to high-visibility team projects sponsored by senior administrators, confidence-building “Brown Bag” sessions to relationship-building mentoring and alumni partnerships, and individual career counseling to peer networking opportunities, these are just some of the powerful reasons why the PDP agenda is so effective.
Invest in Your Future

UCLA's most valuable resource is you. Investing in your growth, development, and leadership potential benefits the University and the entire community it serves. If you're committed to achieving higher levels of success at UCLA, finding fresh ways to apply your unique talents, and making an enduring contribution to a venerated institution, then PDP is committed to helping you grow!

Great Expectations, Greater Results

So, what can you expect from PDP? Plenty! The program offers you direct avenues to personal and professional transformation. Program participants use their unique skills to tackle existing University challenges and to reach their goals for administrative excellence on par with UCLA's academic excellence.

Blueprint for Success

The PDP curriculum blends stimulating, group-based learning with the power of one-on-one interaction to achieve a balanced approach to leadership development.

Career Assessment Retreat

The program kicks off with a three-day, off-site, residential retreat that:
- Identifies leadership styles
- Encourages team participation
- Reviews organizational perceptions
- Develops communications savvy
- Examines critical areas of evaluation and decision making
- Broadens understanding of University job functions

High-Visibility Team Projects

UCLA leaders sponsor special projects deemed important to University operations. Project participants work throughout the year and present their results to an audience of peers, managers, supervisors, project sponsors, and program alumni. Past projects and sponsors include:
- White House Conference, Chancellor’s Office
- Campus Data Centers, Office of Information Technology
- Faculty Advocacy Program, External Affairs
- BruinDirect Marketing Campaign, Corporate Financial Services and Student Accounting
- Web Portal Usability, Purchasing
- Medical Center Concierge Program, Medical Center
- Museum Studies Assessment, Art History
- Residential Life Program Expansion, Office of Residential Life
- Revamping UCLA's New Employee Orientation Program, Campus Human Resources

Advanced Skills Training

At high-impact monthly seminars, internal and external subject-matter experts deliver workshops that focus on strategically relevant topics that engage leaders at all organizational levels. A sampling of annual workshops has included:
- Strategic Perspectives on the UC System
- Project Management
- Stewardship and Controls
- Understanding a Shared Governance Environment
- Successful Platform and Presentation Skills
- Succession Management and Talent Development
- Budget and Financial Processes at UCLA
- Research at UCLA: Discoveries and Challenges
- Managing a Multigenerational Workforce
- Evolving Challenges and Benefits of IT

Mentorships

Members are paired with senior University leaders in mentor relationships that enable them to benefit from their management perspectives and career experience. Engagement options include:
- Individual monthly meetings
- Career-goals strategy sessions
- Attendance at a mentor’s department meetings
- Job shadowing
- Participation in a mentor’s workgroup
- Opportunities to contribute to departmental projects

Eligibility Requirements

Program recruitment begins each spring and requires completing an application and supervisor’s assessment form. Basic application requirements include:
- Full-time career employment at UCLA in professional staff classifications (PSS Grades 2-6)
- Department endorsement for participation

Supervisors can expect participants to need approximately 10-15 hours of release time each month.

Learn More

For more information, go to http://map.ais.ucla.edu/go/1002311.
Or contact CHR Training and Development at 310.794.0853

Developing People Opens Doors

TRAINING AND DEVELOPMENT