

UC Systemwide People Management Certificate Competencies

Core & Elective coursework grid (effective 4/30/2020)

Managing People			Operations	Change Management	Communications	
Managing People	Performance Management	Managing Implicit Bias				
Core courses complete ALL			Elective courses complete MINIMUM ONE PER COMPETENCY			
UC Hiring for Success UC-PMC-PERF9-BE-CORE	Performance Management Overview UC-PMC-PERF1-BE-CORE	What is Implicit Bias? BE-IMPBIAS1-ECO	Identifying the Root Causes of Performance Issues UCOP-BE-PMC005 <i>(CEB)</i>	Leverage Your Strengths and Avoid Derailing Behaviors UCOP-BE-PMC003 <i>(CEB)</i>	Navigating through Changes and Conflicts in Projects UC-PMC-CMELEC2-BE <i>(Skillsoft - no license needed available to all)</i>	Facilitating Upward Feedback UCOP-BE-PMC001 <i>(CEB)</i>
Strategic On-boarding UC-PMC-PERF10-BE-CORE	Setting Expectations & Individual Performance Goals UC-PMC-PERF2-BE-CORE	The Impact of Implicit Bias BE-IMPBIAS2-ECO	Developing Emotional Intelligence UC-PMC-MPELEC1-BE <i>(Skillsoft - no license needed available to all)</i>	Help Your Employees Prioritize Their Work UCOP-BE-PMC006 <i>(CEB)</i>	Leading Your Team through Change UC-PMC-CMELEC1-BE <i>(Skillsoft - no license needed available to all)</i>	Dealing with Negative Reactions to Performance Feedback UCOP-BE-PMC002 <i>(CEB)</i>
UCOP (online course options)	Giving and Receiving Feedback UC-PMC-PERF3-BE-CORE	Managing the Influence of Implicit Bias: Awareness BE-IMPBIAS3-ECO	Sharing a Vision UC-PMC-MPELEC2-BE <i>(Skillsoft - no license needed available to all)</i>		Facilitating Sustainable Change UC-PMC-CMELEC3-BE <i>(Skillsoft - no license needed available to all)</i>	Building Collaborative Relationships UCOP-BE-PMC004 <i>(CEB)</i>
	Engaging and Developing Employees UC-PMC-PERF4-BE-CORE	Common Forms of Bias BE-IMPBIAS4-ECO	Positive Atmosphere: Establishing a Positive Work Environment UC-PMC-MPELEC3-BE <i>(Skillsoft - no license needed available to all)</i>		Making Change Stick UC-PMC-CMELEC5-BE <i>(Skillsoft - no license needed available to all)</i>	UC Exercising Influence Overview BECOQ005-ELECTIVE
	Conducting Performance Appraisals UC-PMC-PERF5-BE-CORE	Managing the Influence of Implicit Bias: Mindfulness and Conscious De-biasing BE-IMPBIAS5-ECO			Managing Motivation during Organizational Change UC-PMC-CMELEC6-BE <i>(Skillsoft - no license needed available to all)</i>	Effective Team Communication UC-PMC-COMELEC1-BE <i>(Skillsoft - no license needed available to all)</i>
	Motivating, Recognizing, and Rewarding Employees UC-PMC-PERF6-BE-CORE	Managing Implicit Bias in the Hiring Process BE-IMPBIAS6-ECO			Moving Forward with Change Planning UC-PMC-CMELEC4-BE <i>(Skillsoft - no license needed available to all)</i>	Communicating – Connecting to Your People (UCOP-BE-PMC007) (course no longer available)
	Coaching for Performance and Development UC-PMC-PERF7-BE-CORE				Change Project Management – The Crucial Role of Communication (UCOP-BE-PMC008) (course no longer available)	
	Managing Corrective Action UC-PMC-PERF8-BE-CORE				Choosing the Right Strategy for Implementing Change (UCOP-BE-PMC009) (course no longer available)	

UC Systemwide People Management Certificate Competencies, *continued*

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Managing People		Operations	Change Management	Communications	
		Elective courses complete MINIMUM ONE PER COMPETENCY			
UCB (in-person course options)	BPM 102 People Management in a Union Environment* BEBPM102	BPM 110 Foundational Finance* BEBPM110	BPM 207 Leading Change* BEBPM207	BPM 202 Communicating with Impact* BEBPM202	
	BPM 103 Creating an Inclusive Work Environment* BEBPM103	BPM 208 Management Tools to Reduce Stress & Burnout* BEBPM208		BPM 203 Analyzing & Resolving Conflict* BEBPM203	
	BPM 204 Building Teams* BEBPM204	BPM Driving Vision & Purpose with Organizational Savvy* Cohort Program workshop		BPM Exercising Influence for Collaborative Management* Cohort Program workshop	
	BPM 205 Delegation Skills* BEBPM205	BPM Critical Thinking & Problem-Solving* Cohort Program workshop			
	BPM 210 Building Trust BEBPM210	BPM Budgeting & Financial Planning* Cohort Program workshop			
	BPM Building Trust* Cohort Program workshop				
	BPM Leading for Equity & Inclusion* Cohort Program workshop				
	Identifying and Addressing Workplace Bullying (Staff Ombuds) BEOMB997				
	Workplace Civility: Respect in Action (Staff Ombuds) BEOMB002				
Collaborating Effectively in the Workplace (Staff Ombuds) BEOMB009					

*Best suited to *current Managers/Supervisors/Team Leads*

*Part of the *BPM Grow the Organization* cohort program for senior leaders