<table>
<thead>
<tr>
<th>UC Systemwide People Management Certificate Competencies</th>
<th>Core &amp; Elective coursework grid (effective 4/30/2020)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Managing People</strong></td>
<td><strong>Core courses complete ALL</strong></td>
</tr>
<tr>
<td>Managing People</td>
<td>Performance Management</td>
</tr>
<tr>
<td>UC-PMC-PERF9-BE-CORE</td>
<td>UC-PMC-PERF1-BE-CORE</td>
</tr>
<tr>
<td>Strategic On-boarding</td>
<td>Setting Expectations &amp; Individual Performance Goals</td>
</tr>
<tr>
<td>UC-PMC-PERF10-BE-CORE</td>
<td>UC-PMC-PERF2-BE-CORE</td>
</tr>
<tr>
<td>Core courses options</td>
<td>Giving and Receiving Feedback</td>
</tr>
<tr>
<td>UC-PMC-PERF3-BE-CORE</td>
<td>UC-PMC-PERF4-BE-CORE</td>
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<tr>
<td>Conducing Performance Appraisals</td>
<td>Common Forms of Bias</td>
</tr>
<tr>
<td>UC-PMC-PERF5-BE-CORE</td>
<td>UC-PMC-PERF6-BE-CORE</td>
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<tr>
<td>UC-PMC-PERF8-BE-CORE</td>
<td>UC-PMC-PERF7-BE-CORE</td>
</tr>
<tr>
<td>Managing People</td>
<td>Operations</td>
</tr>
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<tr>
<td>Elective courses complete MINIMUM ONE PER COMPETENCY</td>
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</tbody>
</table>

For Managing People, **BPM 102 People Management in a Union Environment** and **BPM 103 Creating an Inclusive Work Environment** are best suited to current Managers/Supervisors/Team Leads.

**BPM 204 Building Teams** and **BPM 205 Delegation Skills** are part of the BPM Grow the Organization cohort program for senior leaders.

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**UCB (in-person course options)**

- BPM 102 People Management in a Union Environment* 
  BEBPM102
- BPM 103 Creating an Inclusive Work Environment* 
  BEBPM103
- BPM 204 Building Teams* 
  BEBPM204
- BPM 205 Delegation Skills* 
  BEBPM205
- BPM 210 Building Trust 
  BEBPM210
- 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

**Options**

- BPM 110 Foundational Finance* 
  BEBPM110
- BPM 207 Leading Change* 
  BEBPM207
- BPM 202 Communicating with Impact* 
  BEBPM202
- BPM 208 Accomplishing More for Managers* 
  BEBPM208
- BPM Driving Vision & Purpose with Organizational Savvy* 
  Cohort Program workshop
- BPM Critical Thinking & Problem-Solving* 
  Cohort Program workshop
- BPM Budgeting & Financial Planning* 
  Cohort Program workshop
- BPM Exercising Influence for Collaborative Management* 
  Cohort Program workshop

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