

UC Systemwide People Management Certificate Competencies

Core & Elective coursework grid *(effective 9-1-18)*

	Managing People				Operations	Change Management	Communications
	Managing People	Performance Management	Managing Implicit Bias				
UCOP (online courses)	Core courses complete ALL			Elective courses complete MINIMUM ONE PER COMPETENCY			
	UC Hiring for Success	Performance Management Overview	What is Implicit Bias?	Identifying the Root Causes of Performance Issues	Leverage Your Strengths and Avoid Derailing Behaviors	Change Project Management – The Crucial Role of Communication	Responding to Conflict
	Strategic Onboarding	Setting Expectations & Individual Performance Goals	The Impact of Implicit Bias	Building Collaborative Relationships	Help Your Employees Prioritize Their Work	Choosing the Right Strategy for Implementing Change	Facilitating Upward Feedback
		Giving and Receiving Feedback	Managing the Influence of Implicit Bias: Awareness				Dealing with Negative Reactions to Performance Feedback
		Engaging and Developing Employees	Common Forms of Bias				Building Collaborative Relationships
		Conducting Performance Appraisals	Managing the Influence of Implicit Bias: Mindfulness and Conscious De-biasing				UC Exercising Influence Overview
		Motivating, Recognizing, and Rewarding Employees	Managing Implicit Bias in the Hiring Process				Communicating – Connecting to Your People
		Coaching for Performance and Development					
		Managing Corrective Action					
UCB (in-person courses)				BPM 102 Supervising in a Union Environment*	BPM 110 Foundational Finance	BPM 207 Leading Change*	BPM 202 Communicating with Impact*
				BPM 103 Creating an Inclusive Work Environment*	BPM 208 Running Effective Meetings*		BPM 203 Analyzing and Resolving Conflict*
				BPM 204 Building Teams*	BPM 209 Accomplishing More for Managers*		BPM 303 Exercising Influence for Collaborative Management*
				BPM 205 Delegation Skills*	BPM 302 Driving Vision & Purpose with Organizational Savvy*		
				BPM 210 & BPM 301 Building Trust*	BPM 304 Critical Thinking, Creative Problem-Solving & Decision Making*		
				BPM 306 Diversity & Inclusion*	BPM 305 Budgeting & Financial Planning*		
				Identifying and Addressing Workplace Bullying (Staff Ombuds)			
				Workplace Civility: Respect in Action (Staff Ombuds)			
				Collaborating Effectively in the Workplace (Staff Ombuds)			

*Best suited to current Managers/Supervisors/Team Leads