

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 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	Leverage Your Strengths and Avoid Derailing Behaviors UCOP-BE-PMC003	Change Project Management – The Crucial Role of Communication UCOP-BE-PMC008	Facilitating Upward Feedback UCOP-BE-PMC001
	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	Building Collaborative Relationships UCOP-BE-PMC004	Help Your Employees Prioritize Their Work UCOP-BE-PMC006	Choosing the Right Strategy for Implementing Change UCOP-BE-PMC009	Dealing with Negative Reactions to Performance Feedback UCOP-BE-PMC002
		Giving and Receiving Feedback UC-PMC-PERF3-BE-CORE	Managing the Influence of Implicit Bias: Awareness BE-IMPBIAS3-ECO				UC Exercising Influence Overview BECOQ005-ELECTIVE
		Engaging and Developing Employees UC-PMC-PERF4-BE-CORE	Common Forms of Bias BE-IMPBIAS4-ECO				Communicating – Connecting to Your People UCOP-BE-PMC007
		Conducting Performance Appraisals UC-PMC-PERF5-BE-CORE	Managing the Influence of Implicit Bias: Mindfulness and Conscious De-biasing BE-IMPBIAS5-ECO				
		Motivating, Recognizing, and Rewarding Employees UC-PMC-PERF6-BE-CORE	Managing Implicit Bias in the Hiring Process BE-IMPBIAS6-ECO				
		Coaching for Performance and Development UC-PMC-PERF7-BE-CORE					
		Managing Corrective Action UC-PMC-PERF8-BE-CORE					
UCB (in-person courses)				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 Accomplishing More for Managers* BEBPM208		BPM 203 Analyzing & Resolving Conflict* BEBPM203
				BPM 204 Building Teams* BEBPM204	BPM 209 Running Effective Meetings* BEBPM209		BPM Exercising Influence for Collaborative Management+
				BPM 205 Delegation Skills* BEBPM205	BPM Driving Vision & Purpose with Organizational Savvy+		

UC Systemwide People Management Certificate Competencies, <i>continued</i>							
Core & Elective coursework grid <i>(effective 9-1-18)</i>							
				Elective courses, <i>continued</i>			
				Managing People	Operations	Change Management	Communications
				BPM 210 Building Trust BEBPM210	BPM Critical Thinking & Creative Problem-Solving ⁺		
				BPM Building Trust ⁺	BPM Budgeting & Financial Planning ⁺		
				BPM Leading for Equity & Inclusion ⁺			
				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