

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				
UCOP (online course options)	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	Navigating through Changes and Conflicts in Projects UC-PMC-CMELEC2-BE	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	Developing Emotional Intelligence UC-PMC-MPELEC1-BE	Help Your Employees Prioritize Their Work UCOP-BE-PMC006	Leading Your Team through Change UC-PMC-CMELEC1-BE	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	Sharing a Vision UC-PMC-MPELEC2-BE		Facilitating Sustainable Change UC-PMC-CMELEC3-BE	Building Collaborative Relationships UCOP-BE-PMC004
		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		Making Change Stick UC-PMC-CMELEC5-BE	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	Effective Team Communication UC-PMC-COMELEC1-BE
		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	
		Coaching for Performance and Development UC-PMC-PERF7-BE-CORE					
		Managing Corrective Action UC-PMC-PERF8-BE-CORE					
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 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+ Cohort Program workshop
				BPM 205 Delegation Skills* BEBPM205	BPM Driving Vision & Purpose with Organizational Savvy+ Cohort Program workshop		

	BPM 210 Building Trust BEBPM210 BPM Building Trust+ Cohort Program workshop	BPM Critical Thinking & Problem-Solving+ Cohort Program workshop		
	BPM Leading for Equity & Inclusion+ Cohort Program workshop	BPM Budgeting & Financial Planning+ 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