



## LEARNING AND DEVELOPMENT

# PATHWAYS COMPETENCY MAP

1-2

**Manager Certification -  
Cohort**



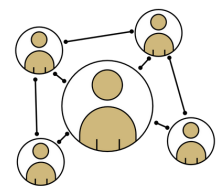
3-4

**Manager Certification -  
Self Paced**



5-7

**HR Professional  
Development**



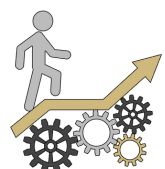
Coming  
Soon

**Administrative/Executive  
Assistant**



Coming  
Soon

**CU Manager Essentials**





## Managing the Organization



The ability to direct and contribute to initiatives and process within the organization.

- 4 Disciplines of Execution
- CI Understanding Current State
- Fundamentals of CI Methodology and Culture

## Leading Self



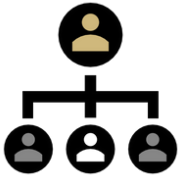
The ability to manage our behaviors, thoughts, and emotions in a conscious and productive way.

- 5 Choices of Extraordinary Productivity
- 6 Critical Practices for Leading Teams
- CI Understanding Current State
- Communicating as a Leader
- Conflict Resolution/TKI Instrument
- Critical Conversations
- DISC - Leadership Styles
- Trust & Inspire Leaders
- Understanding Emotional Intelligence



## Leading Others and Teams

The ability to manage interactions to provide service and to support the organization.



- 6 Critical Practices for Leading Teams
- CI Understanding Current State
- Communicating as a Leader
- Critical Conversations
- Trust & Inspire Leaders
- Understanding Emotional Intelligence

## Leading Programs and Projects

The ability to effectively plan, execute and complete projects.



- 4 Disciplines of Execution
- 5 Choices of Extraordinary Productivity
- CI Understanding Current State
- Conflict Resolution / TKI Instrument
- Fundamentals of CI Methodology and Culture
- Introduction to CI Tools for Application

# Manager Certification - Self Paced



## Managing the Organization



The ability to direct and contribute to initiatives and process within the organization.

- CI Fundamentals

## Leading Self

The ability to manage our behaviors, thoughts, and emotions in a conscious and productive way.



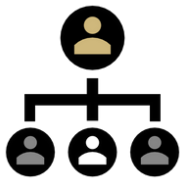
- 5 Choices of Extraordinary Productivity
- 6 Critical Practices for Leading Teams
- CI Fundamentals
- Communicating as a Leader
- Conflict Resolution/TKI Instrument - Canvas
- Crucial Conversations
- Establishing Relationship Trust
- Establishing Self Trust
- Extended DISC
- From Bystander to Upstander - Canvas
- Leading Meetings in a Hybrid World - Canvas
- Understanding Emotional Intelligence - Canvas

# Manager Certification - Self Paced



## Leading Others and Teams

The ability to manage interactions to provide service and to support the organization.



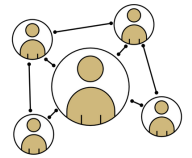
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- CI Fundamentals
- Communicating as a Leader
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- Extended DISC
- From Bystander to Upstander - Canvas
- Goal and Discussion Planning - Canvas
- Leading Meetings in a Hybrid World - Canvas
- Understanding Emotional Intelligence - Canvas

## Leading Programs and Projects



The ability to effectively plan, execute and complete projects.

- 5 Choices of Extraordinary Productivity
- CI Fundamentals
- Conflict Resolution / TKI Instrument
- Establishing Self Trust



## University Acumen



The ability to understand and navigate the complexities and dynamics of university operations.

- Demystifying HR Operations
- Employee Relations and Performance 101
- Keys to Hiring Success (Talent Acquisition)

## Human Resources Expertise



The deep understanding and proficient application of practices related to the management and development of the organization's workforce practices.

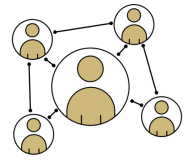
- Critical Conversations
- Demystifying HR Operations
- Employee Relations and Performance 101
- HR Foundations
- Keys to Hiring Success (Talent Acquisition)

## Relationship Management



The strategic approach to building, maintaining and enhancing professional relationships.

- Change: Turning Uncertainty into Opportunity
- Creative Problem Solving
- Critical Conversations
- DISC for HR Professionals
- Meeting Advantage
- Project Management Essentials
- Trust & Inspire Leaders
- Understanding Emotional Intelligence



## Communication

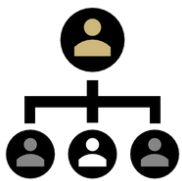
The process of exchanging information, ideas, thoughts, and feelings.



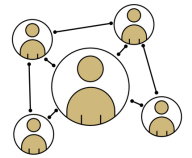
- Critical Conversations
- DISC for HR Professionals
- Meeting Advantage
- Presentation Advantage
- Project Management Essentials
- Trust & Inspire Leaders
- Understanding Emotional Intelligence

## Leadership

The art of motivating, guiding, and influencing individuals or groups towards achieving common goals.



- 5 Choices of Extraordinary Productivity
- Change: Turning Uncertainty into Opportunity
- Creative Problem Solving
- Creativity Bootcamp
- Critical Conversations
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## Ethical Practices

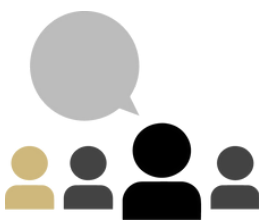
The adherence to moral principles and standards within professional and organizational contexts.



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## Consultation

Utilizing external expertise to achieve more informed, effective, and sustainable outcomes.



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