



Division of Equity and Inclusion

SHOWCASE OREGON

ACTIVATING

THE IDEAL FRAMEWORK

LEADERSHIP SUCCESSION PLANNING

Existing Leadership and Professional Development Opportunities

Group Members:

- Sierra Dawson (co-chair)
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- Melissa Peña
- Nancy Resnick
- Leslie Steeves
- Daisy O'lice Williams (co-chair)
- Leslie Wolgamott

	Target Audience					COMPETENCIES				MODALITY					
	FACULTY			STAFF		Leading Organizations/Teams	Leading Self	Managing Organizations	Supervising Individuals	Project	Mentorship	Workshop	Coaching	Cohort Program	Online Learning
	Tenure-related	Career	Pro Tempore	Officers of Administration (OA)	Classified Staff Skilled/Clerical/Technical										
Emerging Supervisor Series SPONSOR: HR TIMING: multi-session (5) ELIGIBILITY: All UO Employees				X	X	X	X	X	X			X			
Leadership in Student Supervision SPONSOR: HR TIMING: One workshop offered couple times year. There are follow up trainings to enhance skill set ELIGIBILITY: All UO Employees				X	X	X			X			X			
Strategic Supervision SPONSOR: HR TIMING: Annual, multi-session (7-8) ELIGIBILITY: All UO Employees				X		X	X	X	X		X	X	X	X	
Skillport eLearning SPONSOR: HR TIMING: Self-initiated on-line learning ELIGIBILITY: All UO Employees			X	X	X	X	X	X	X						X
OA Strategic Leadership Conference SPONSOR: Led by the OA Council, Funded by the VPFA TIMING: Annually ELIGIBILITY: Must be an OA				X		X	X	X	X			X			
Finance & Administration Leadership Program SPONSOR: VPFA TIMING: Pilot Program ELIGIBILITY: Must work in an area within the VPFA portfolio				X	X			X				X		X	
UO Leadership Academy SPONSOR: Offices of the Provost and Division of Equity and Inclusion TIMING: Year-long cohort model (10 days across one year) ELIGIBILITY: Administrative and academic leaders at the UO	X	X		X		X	X		X			X		X	
FLAME-Fostering Leadership & Management Excellence SPONSOR: University Advancement TIMING: Annually ELIGIBILITY: Must work in University Advancement				X		X	X	X	X	X	X	X	X	X	X
Unit Head On-boarding and Training SPONSOR: Office of the Provost TIMING: Annually ELIGIBILITY: Must be a unit head or director	X					X		X	X			X		X	
Broader Management Group SPONSOR: University Advancement TIMING: Multi-year ELIGIBILITY: Must work in University Advancement				X		X	X	X	X	X	X	X	X	X	
HR Leadership & Communications Courses SPONSOR: HR TIMING: Ongoing, cyclic ELIGIBILITY: All UO employees												X			

Leadership Competencies:

Leading Organizations/Teams

- managing change
- taking risks and innovating
- setting vision and strategy
- solving problems and making decisions
- managing politics and influencing others
- communicating effectively
- valuing diversity and difference
- building and maintaining relationships
- managing effective teams and work groups

Leading Self

- demonstrating ethics and integrity
- displaying drive and purpose
- exhibiting leadership stature
- increasing your capacity to learn
- managing yourself
- increasing self-awareness
- developing adaptability

Managing Organizations

- managing the work
- enhancing business skills and knowledge
- understanding and navigating the organization
- managing space and facilities
- managing finance and budget

Supervising Individuals

- feedback
- evaluation
- mentoring
- development

