Leadership Update | Issue 1, September 2016

Talent Management’s monthly leadership updates provide you with additional learning opportunities, support for leading your team and other information that may be beneficial to you as a leader within UM System.

Current Learning Opportunities

Quarterly Leadership Workshops: Develop your leadership skills and spend time learning and collaborating with your colleagues. RSVP by responding to the calendar invite or email Talent Management for more information.

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Do you have a team member that struggles with problem solving, or would you like to grow in your decision making skills? Be sure to check out the following resources.

**Turning Problems Around with Reverse Brainstorming**
- This six-minute challenge focuses on a process that helps teams to think obliquely and explore problems in an unconventional manner

**Solving Problems: Generating & Evaluating Alternatives**
- This 39-minute course focuses on the ‘ideal state’ as well as basic techniques for generating and evaluating alternative solutions to a problem.

**Problem Solving and Decision Making: Achieving Desired Results**
- This 25-minute video focuses on best practices and demonstrates how effective problem solving and decision making can benefit leaders, their teams and the organization.

**Problem Solving: Process, Tools, and Techniques**
- This 15-minute challenge focuses on the process, techniques and competencies that help create winning solutions.

**Developing Employees through Delegation**
- This 15-minute challenge focuses on how to best develop employees through the practice of

Program Announcements

**ALDP**
The 2017 cohort application process will open on October 10. Cohort members of the Dr. Elson S. Floyd Administrative Leadership Development Program benefit from learning more about their individual leadership capabilities and areas of development, while expanding their professional network and engaging with colleagues on critical leadership challenges. Those interested in applying are encouraged to first visit with their leader about being recommended for the program. In order to be considered, applicants must obtain endorsement from their leader and submit an application to the Office of Talent Management. Please take the time to encourage those around you in leadership to apply or consider joining the program yourself. Stay tuned for more details or read more at umurl.us/aldp.

**Building a Foundation: Discrimination Prevention & Title IX training**
All full-time, part-time and student employees need to complete this training by October 31. This course can be accessed through myHR or myLearn. As a manager, you can view which direct reports have completed the course on your PeopleSoft HR homepage. Leaders will also receive email communications every two weeks beginning September 12 until all direct reports have completed the training.

**Did you know…**

**Internal Communications has a communication resources site?**
Visit umurl.us/commhelp (log in with your normal ID/PW) to find resources such as:
- Training Sessions: click the link at the far right of the screen for lunch and learn sessions on a variety of communication topics.
- Resources to help you with writing, speaking and design.
- Email signature line templates for all HR employees.
delegation, allowing leaders to leverage their strengths and focus on strategy will give their team members opportunity to grow.

**Departmental training is easier than ever when you partner with Talent Management!**

Our team is here to assist in recommending an existing training or developing an engaging session for your team’s immediate need. Departmental team-building sessions allow your team to have an even better understanding of each other, which makes communication and working together easier. We’d love to meet with you in person, or feel free to email or call us!

"Our lives improve only when we take chances - and the first and most difficult risk we can take is to be honest with ourselves." – Walter Anderson

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