Leadership Update | Issue 6, February 2017

Careers and Culture’s monthly leadership update provide you with additional learning opportunities, support for leading your team and other information that may be beneficial to you as a leader within the 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 Careers and Culture for more information.

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<th>April 11, 2017</th>
<th>July 28, 2017</th>
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<td>Performance Management</td>
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Thank you to the leaders who attended the January mentorship and individual development plan workshop. Ryan Rapp talked to the group about the importance of mentoring and the difference it can make. Our top quote from him was “A dream without a plan is just a wish.” In addition, we learned:

- There are resources located on the UM System website (www.umsystem.edu/ums/hr/tmr/the_managers_toolbox) that are designed to help managers and mentors get help for each stage of the career management process.

- In the book The Leadership Playbook by Nathan Jamail he talks about visualizing your top and bottom performers as magnets and all the employees in the middle as metal. Which direction (top/bottom) are the mid performers gravitating to?

- The value of a mentor (Model, Enthusiastic, Nurture, Trust, Opportunity, Reciprocal).

- Individual Development Plans provide an opportunity for leaders to have a two-way discussion that will allow the leader to learn more about how to help a team member, strengthen the relationship, and to clarify commitments.

myLearn Mentoring & Development Plan Resources
- The Everything Coaching & Mentoring Book: Increase Productivity, Foster Talent, and Encourage Success, Second Edition
- Modern Mentoring
- The Blackwell Handbook of Mentoring: A Multiple Perspectives Approach

Program Announcements

ALDP
There is a lot of excitement around ALDP after the campus kick-off meetings that were held in January. We have an exceptional group of 34 leaders who have begun their year-long ALDP journey.

UM Staff Development Series
The UM Staff Development Series is a folder under UMSYS within the University of Missouri library in myLearn. A Job Specific Resource folder has been created (left navigation within the UM Staff Development Series folder). This series is set up with folders by job families (i.e. Human Resources; Office & Administration). Each job family folder then has folders in the left navigation of each title (including grade level) which falls in that particular job family. Key resources have been mapped to each title to strengthen staff in development of skills. Staff can also look at resources at the next level if they are looking at career planning.

Did You Know

Separation Checklist
Resignations have a broad impact. There are also logistical aspects to take care of when an employee resigns. There is a separation checklist for you to stay organized! HR is here to help. Contact the employee relations consultant in Human Resources for guidance.

Leadership SharePoint site
Leaders can visit the Leadership SharePoint site to access presentations, handouts and other items of interest to support them.
The Importance of Mentoring
Leadership Essentials: Creating Your Own Leadership Development Plan
Professional Development Self-Assessment

“There are two ways of spreading light: to be the candle or the mirror that reflects it.”
– Edith Wharton

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