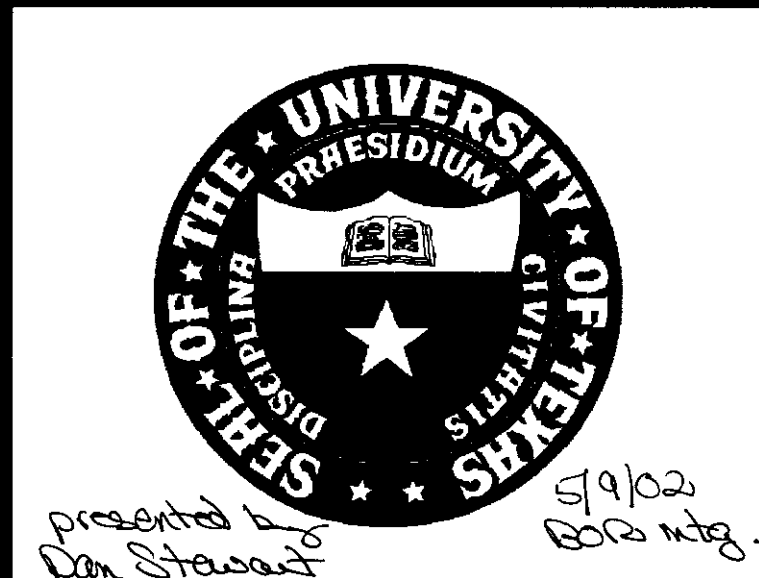


Management and Leadership Development Program



The University of Texas System
2002

Management and Leadership Development Program

Mission

To create an opportunity for employees to develop management and leadership skills through an organized training curriculum which will build business competencies, enhance performance potential, and contribute to the successful attainment of U.T. System goals.

Goal

This program is designed to encourage an inclusive and broad spectrum of qualified employees to prepare for management and leadership roles and to promote a culture which reflects and builds upon the skills, attributes, and experiences of all U.T. System employees.

Management and Leadership Development Program

Executive Committee

- R. D. (Dan) Burck
- Kerry Kennedy
- Shirley Bird Perry
 - Lewis Wright
 - Dan Stewart
 - Homer Pena
 - Helen Bright
- John Poole – Staff Support

Executive Committee Responsibilities

- Program Oversight
- Mission and Strategy Development & Monitoring
 - Participant Selection
 - Curriculum Review
- Program Financial Management
- Participant Interaction with System Leadership
 - Program Goals & Results Communications
 - Program Champion and Advocate

Management and Leadership Development Program

Nomination Review Committee

R. D. (Dan) Burck
Dr. James Guckian
Tom Scott
Shirley Bird Perry
Sid Sanders
Darcy Hardy

Kerry Kennedy
Francie Frederick
Armando Diaz
Lewis Wright
Philip Aldridge
Dan Stewart
Steve Hat-tmann

Ed Sharpe
Mike Godfrey
Bill Shute
Clair Goldsmith
Randy Wallace
Jim Wilson

Nomination Review Committee Responsibilities

- Initial Participant Review and Selection
- Program Goals & Results Communications
- Provide Input to Program Strategies, Goals, Processes & Evaluation
- Program Champion and Advocate

Management and Leadership Development Program

Program Participant Selection Criteria

- . Currently has supervisory and/or project management responsibilities
- . One year UT System Administration Service
 - Consistently achieves high level of performance, recognition and quality in completing assigned job responsibilities
- . Exhibits management and/or leadership potential and capability to assume more complex & comprehensive duties
- . Acts with integrity and professionalism and treats others with respect
- . Results oriented and shows interest in continuous learning and self-improvement

Management and Leadership Development Program

Program Curriculum – The overall goal of this program is to develop and enhance expertise and skills in management and leadership. The curriculum for each session will be customized based on the level of experience, knowledge, and needs of individual participants.

Following is a list of topics available for the Program:

Analysis & Problem-Solving

Organizational Awareness

Organizing Work/Project Management

Relationship Building

Team Leadership

Visioning

Applied Creativity

Business Concepts

Customer Orientation

Developing Others

Influencing

Judgment

Listening and Responding

Personal Drive

Self-Confidence

Technical/Professional Expertise

Working with Others

Building Trust

Change Management/Adaptability

Decisiveness

Directing Work Through Others

Job-related Project

Management and Leadership Development Program

Key Program Elements

- **Communicate MLDP Initiative to U T System Administration Employees**
- **Nomination of Candidates to Participate in MLDP**
- **Selection of Participants**
- **Curriculum Review and Approval**
- **Classroom Instruction**
- **Ongoing MLDP Monitoring and Assessment**
- **Participant Projects**
- **MLDP Completion – Participant Recognition**
- **Program Evaluation**