Designed especially for UF faculty and staff, UF Training and Organizational Development’s leadership development programs and related initiatives help maximize the leadership qualities you already possess while allowing you to cultivate new strengths—all within a framework designed with the goals of the University of Florida in mind.

Whether you are an established leader who is interested in continued professional development or someone considering leadership or management as a next step in your career, we have an opportunity that’s right for you!

**UF Leader 360**

An online 360º assessment for leaders at UF … specifically tailored to the UF Leadership/Management Competency Model

The UF Leader 360 is a multisource assessment that provides leaders with anonymous, questionnaire-based feedback from a variety of raters including colleagues, direct reports, supervisors, and stakeholders. By soliciting feedback from a variety of people, leaders receive a full-circle perspective on their leadership skills. Leaders invite a minimum of 15 people to complete the online assessment. Once the feedback is collected, the leader is provided with a summary report of the results. An interpretation and coaching session is also included in the assessment process. If you are interested in scheduling an assessment for yourself or another leader in your unit, please e-mail us at UFleader360@ufl.edu.

**Fee:** $75 each

**UF Leadership Development Toolkit**

Online tools for leadership development … podcasts … job aids … available at any time … aligned with the UF-specific leadership competencies

Aligned with the UF Leadership Competency Model, the Leadership Development Toolkit is designed to provide UF leaders and managers with the tools they need when they need them. It’s helpful to know the skills and abilities needed for leadership success. It’s even more helpful to have readily available tools (podcasts, videos, job aids, and suggested readings) to help you improve, maximizing the leadership qualities you already possess and cultivating new strengths.

**UF Training and Organizational Development**

Strategic planning, retreat facilitation, and other services … focused on department needs … dedicated to UF’s success

Beyond our standard programs, our organizational development (OD) services focus on developing organizations and teams. From strategic planning to managerial coaching, retreat facilitation, and organizational assessments, services are delivered by experienced OD practitioners dedicated to UF’s success. All services are customized to meet the specific needs of the organization. UF Training & Organizational Development works with all levels and sizes of academic and administrative units throughout campus.

**Additional information:** Please contact us at training@ufl.edu.

**Fee:** Typically $500 - $3,000, depending on the service

**About Us**

UF Training and Organizational Development’s strategic purpose is to help improve the performance of UF faculty and staff. Our vision is to create a significant competitive advantage for the University of Florida and its teams through great leadership, team effectiveness, and individual excellence.

For additional information about UF Training and Organizational Development’s leadership programs, please visit hr.ufl.edu/training/leadership, email training@ufl.edu, or call 352.392.4626.
Advanced Leadership for Academics and Professionals
For established academic and professional leaders … selected via competitive application process … fee to participate … year-long experience … emphasis on successful leadership in higher education …

Advanced Leadership for Academics and Professionals supports the ongoing development of faculty and professionals in leadership positions with an emphasis on exploring the application of the UF Leadership/Management Competency Model.
Participants meet six times, for one to two days each, over the course of the academic year. The program includes assessments, case study discussion, assigned readings, and group projects. An important element of the program is access to key leaders at UF.
Participants focus on how to more effectively lead people—while they gain a better understanding of both strategic and operational issues of the university and how to move a strategic agenda forward—while helping others meet their goals.
Approximately 20 faculty and professionals are selected each year via a competitive application process to participate in either the academic track or professional (assistant director and above) track. This program also is appropriate for those making the "academic" to "administrator" transition.
Call for applications: April
Program: August through May
Fee: $1,000

UF Academy
For emerging and new or new-to-UF leaders … exempt employees and interested faculty … selected via competitive application process … year-long experience … emphasis on exposure to UF and foundations of successful leadership
A year-long program created for emerging leaders, the UF Academy helps prepare employees for higher-level responsibilities at UF. Participants meet with various representatives from the university and Gainesville. Leadership development curriculum, job shadowing, observing key meetings, and other interactive activities round out the experience.
Participants cultivate an increased understanding of high-level issues that affect UF, as well as an increased understanding of the governance processes and systems in place on our campus.
To participate, an employee must be an exempt employee with at least two years of supervisory or decision-making responsibility at UF. Employees at the assistant director level and above as well as interested faculty may apply with fewer than two years at the university. Participants are selected via a competitive application process.
Call for applications: April
Program: August through June
Fee: None

Customized Leadership Development
Tailored on-site leadership development programs … certified facilitation of FranklinCovey leadership workshops … content and schedule designed to meet your department's needs
Our leadership development programs can be tailored to the specific needs of your college, department, or team and delivered on-site. This customized leadership development can be built around content that aligns with the UF Leadership/Management Competency Model and focuses on the competencies most relevant to your leaders. The content can also include certified facilitation of FranklinCovey leadership workshops programs such as:
• “Great Leaders, Great Teams, Great Results,” a multi-day session for leaders based on the work of Stephen Covey, Ram Charan, Clayton Christensen, and others.

Managing at UF: The Supervisory Challenge
For anyone interested in becoming a better manager at UF … may register for any workshops of interest … optional certificate available … designed to cultivate knowledge, skills, and behaviors necessary for being an effective manager at UF
UF Training and Organizational Development's ongoing “Managing at UF: The Supervisory Challenge” is designed to provide University of Florida leaders with meaningful information about the knowledge, skills, and behaviors necessary for being an effective manager in our diverse university environment. Workshops are free and open to all faculty and staff interested in learning more about being an effective manager.
Take workshops of interest to you—or work toward “Managing at UF” certification (ten required workshops and two electives—for a total of 12 workshops)—your choice. Employees who choose to work toward certification can do so at their own pace and complete workshops in any order with no time limit for completion.
Call for applications: N/A
Fee: None

Spaces are limited; applications are accepted on a first-come, first-served basis.

Leadership/Management Competency Model

Call for applications: August
Program: September through May
Fee: None

Fee:
Typically $500 - $3,000, depending on the service

**Leadership Foundations**
"Leadership Foundations," a one-day workshop that focuses on principles of leadership excellence.
These programs can be delivered at a time that best accommodates your department's needs: either as intensive multi-day sessions or as multiple sessions over a longer period of time.
Additional information: Please contact us at training@ufl.edu

Call for applications:
April
Program:
August through May
Fee:
$1,000

Call for applications:
April
Program:
August through June
Fee:
None

Call for applications:
August
Program:
September through May
Fee:
None