



# PROFESSIONAL DEVELOPMENT MONTHLY

**A**CHIEVING RESULTS   **B**UILDING RELATIONSHIPS   **C**REATING THE FUTURE

October 2024



## HEADLINE NEWS



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### Lead R'Ship Series

#### *Exploring Employee Engagement*

October 8, 2024 at 11:00 A.M.

When employees are engaged at work, their job satisfaction aligns closely with their contributions.

Find out more, join this LEAD R'Ship session to explore your role, and discover the five levels of employee engagement on October 8, 2024, at 11:00 A.M. [Register now!](#)



## Calling All Speakers!

Got a knack for presentations? Or maybe you've got a fun, insightful topic you've been itching to share with the campus community? Well, here's your chance!

On behalf of LEAD, Staff Assembly, and HR, we're on the lookout for enthusiastic speakers to present at our LEAD R Ship Series, Staff Assembly Lunch & Learns, and our upcoming Staff Conference. Whether you're a seasoned speaker or just getting started, we want to hear from you!

Here's the deal:

- **LEAD R Ship Series** workshops and **Lunch & Learns** happen throughout the year, while the big **Staff Conference** is set for the end of March.
- We're asking for presentations to be around 40 minutes long, with about 10 minutes at the end for a lively Q&A session.
- And for the cherry on top, your presentation should connect with one of our **UC Competency Tracks**: Achieving Results, Building Relationships, or Creating the Future.

**[Ready to share your brilliance? Just fill out our quick form to get started.](#)**

Once you submit your interest, one of our team members will give you a call to find a month and date that works best for you.

So, if you've got something valuable, funny, or just plain interesting to share, this is your time to shine. Plus, think of all the new fans you'll make across

campus!



## UPCOMING CLASSES

### EOD Programs

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Course	Date(s)	Cost*	Link
<b>Franklin Covey's Navigating Difficult Conversations: Turn Tension into Progress</b> <p>This course takes a targeted approach to helping learners manage emotional tension and conduct conversations in a way that enables all parties to stay engaged in collaborative dialogue. Learners will shift their mindset from fearing and avoiding difficult conversations to seeing them as the way to make progress on important issues. And they'll develop the skills to build trust and respect in every relationship as they navigate sensitive topics.</p>	10/15	Free and Restricted to All Access Pass Subscribers	<a href="#">Register</a>
<b>Franklin Covey's Change: How to Turn Uncertainty into Opportunity (for Individual Contributors)</b> <p>When we recognize that change follows a predictable pattern, we can learn to manage our reactions and understand how to navigate change, both functionally and emotionally. This allows us to consciously determine how to best move forward - even in the most challenging stages. This course will help you understand the human experience of change and develop the skills to successfully navigate change in the workplace to improve results.</p>	11/5	Free and Restricted to All Access Pass Subscribers	<a href="#">Register</a>

**Registration Deadline: November 1, 2024**

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## Delegation Skills

That's one of the most challenging areas for most managers? The ability to delegate effectively. Get the basics of this essential skill. Exercises and assessments help you evaluate your current skills, easily identify the problems, and quickly find solutions. You'll discover how to develop your employees' potential while getting the job done.

11/13

Free

[Register](#)

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## Franklin Covey's Change: How to Turn Uncertainty into Opportunity (for Leaders)

***This course is intended for managers/supervisors or those who lead others through change initiatives.***

When we recognize that change follows a predictable pattern, we can learn to manage our reactions and understand how to navigate change, both functionally and emotionally. This allows us to consciously determine how to best move forward — even in the most challenging stages. Change: How to Turn Uncertainty into Opportunity helps leaders learn how to successfully navigate any workplace change to improve results.

11/19-20

Free and Restricted to All Access Pass Subscribers

[Register](#)

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## Franklin Covey's Inclusive Leadership: Practical Ways to Cultivate Inclusion and Build a Better Team

What happens when you prioritize inclusion in your daily leadership behaviors? You disrupt bias and create an environment where every person on your team feels valued, thrives, and creates breakthrough results for your team and organization. Franklin Covey's Inclusive Leadership:

11/26-27

Free and Restricted to All Access Pass

[Register](#)

Practical Ways to Cultivate Inclusion & Build a Better Team will show you that leading inclusively isn't something extra to do—it's about making the most of things you're already doing. You'll learn to connect with each individual to understand their unique skills and needs, to spot potential and address barriers to success, and to involve your whole team in co-creating an inclusive culture.

Subscribers

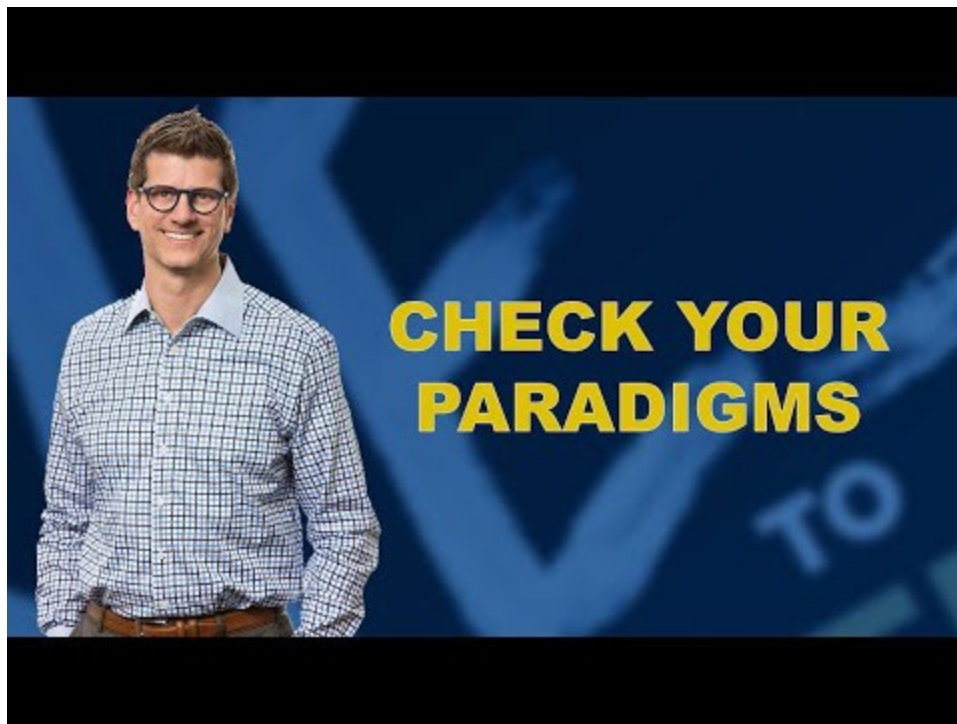
**Registration Deadline: November 14, 2024**

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**Note:** a late session admission, 30 minutes after the course has begun, will not be given course credit and may incur program/no-show fees.

## Leadership Learning Corner: Check Your Paradigms

Paradigms can impact how we interact with others, and how we behave. How do your paradigms impact your behavior and results? Want to learn more? Enroll in 6 Critical. [Check Your Paradigms.](#)



## ComPsych Personal Development/Work-Life Workshops

Our partnership with ComPsych enables us to offer learning and personal enrichment opportunities throughout the year. The following workshops are offered at **no cost**.

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Workshop Topic	Date	Time	Link
<b>No Such Thing as a Perfect Parent</b>	10/3/24	11AM – 12PM	<a href="#">Register</a>
<b>Personal and Professional Boundaries</b>	10/16/24	11AM – 12PM	<a href="#">Register</a>
<b>Practicing Assertiveness</b>	10/24/24	11AM – 12PM	<a href="#">Register</a>
<b>Secrets to Self-Motivation</b>	11/7/24	11AM – 12PM	<a href="#">Register</a>
<b>Staying Engaged and Advancing Your Career as a Remote Employee</b>	11/19/24	11AM – 12PM	<a href="#">Register</a>



## NEWS

### UC Learning Center Corner

Log in at <https://uclearning.ucr.edu/>



### UC Workplace Violence Prevention

[View course](#)

This training was developed in accordance with the training requirements established by California Senate Bill 553. Its goal is to help members of the UC community understand and report workplace violence, and to be able to recognize and respond to escalating behavior. By the end of this training, you should be able to:

- Define workplace violence under California state law
- Be familiar with the elements of the Workplace Violence Prevention program at your location
- Report incidents of workplace violence through appropriate channels

- Access [resources](#) and services at your location for additional assistance and training



## Dry Ice Shipping for UC Health Systems

### [View Course](#)

General Awareness, Security, Safety and Emergency Response, Function-specific Training for Shippers of Dry Ice, including Identification & Classification, Placarding, Packaging, Markings, Labeling, in accordance with 49 CFR HMR and IATA DGR Section 4.2.



## **FAQ: Why am I not receiving email notifications from the UC Learning Center?**

The expected email address for all users in the UC Learning Center is the **UCRNetID@ucr.edu** address. For employees and contingent workers this will be the Business email address listed in UCPATH.

If you work for an organization that has their **own email domain** (e.g., the School of Medicine or Bourns College of Engineering) and you are not receiving emails addressed to your UCRNetID@ucr.edu address, please **contact the IT support team for your organization.**

Otherwise, if you are not receiving emails addressed to your UCRNetID@ucr.edu address, please submit a [ticket to ITS](#).

You may view notifications sent to you from the UC Learning Center system on the [Messages](#) page in the UC Learning Center.

**NOTE:** *All communications sent directly from instructors, including links to course materials, will be sent to the email address listed in the UC Learning Center but will not be visible in the system.*



## LinkedIn Learning

Log in at <https://linkedin.com>

### Improving Your Conflict Competence

Workplace conflict is inevitable. But it doesn't have to end badly. In this course, author and conflict expert Craig Runde helps you manage workplace conflict more effectively. He first explains the dynamics that create conflict, and helps you become aware of what your conflict response is. Once you are aware of how conflict arises, learn some practical steps you can take to manage your emotions and engage with others constructively. [Improving Your Conflict Competence](#)

## Gartner

Log in at <https://www.gartner.com>

### Build Employee Trust Through Better Communication

Whether they realize it or not, executives are constantly asking employees to trust them to make decisions that will affect their daily lives. Executive leaders can cultivate employees' trust by helping them make sense of company decisions and engaging in open dialogue. [Read: Build Employee Trust Through Better Communication](#)



## CAMPUS SPOTLIGHT

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### UCR Staff Assembly

#### 2Get Involved: Become a Volunteer

The strength of UCR Staff Assembly can be found in the people who volunteer at our events and serve on our committees. Participation is a great way to give back to the campus community. [Become a volunteer.](#)





## ADDITIONAL RESOURCES

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### EOD Learning Resources SharePoint Site

Professional development serves as the cornerstone of individual and organizational growth. It equips our employees with the knowledge, skills, and resources needed to excel in their roles, driving innovation, productivity, and job satisfaction.

To further support your professional development journey, I am thrilled to invite you to access our new [EOD Learning Resources SharePoint site](#). The site is dedicated to learning resources and great content. This platform will serve as a centralized hub where you can discover a wealth of educational materials, industry insights, and more.



Need training now? Visit LinkedIn Learning, via [R'Space](#), to take advantage of UCR curated collections.

Questions? Please contact EOD at [HRTrainingContacts@ucr.edu](mailto:HRTrainingContacts@ucr.edu).

Visit the [Professional Development Monthly online](#) for past issues.

To receive this and all EOD emails, subscribe to [HRTrainingNews](#).

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Personnel Policies for Staff Members:  
[PPSM50 – Professional Development](#).

Need assistance with course fees?  
[Apply for a Staff Assembly Professional Development Scholarship](#).

