UC RIVERSIDE
Human Resources
Employee and Organizational Development

"Your journey. Your Growth. Our Support."

EOD Course Catalog

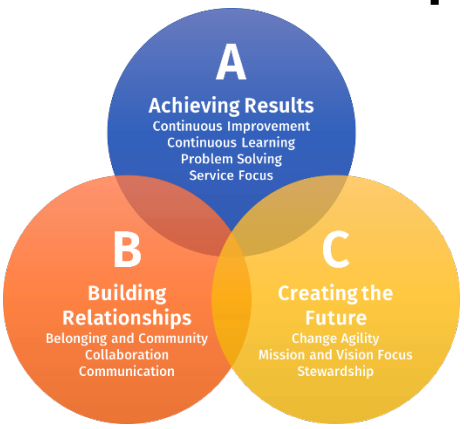
2025-26

V4

COURSE OFFERINGS

Employee & Organizational Development (EOD) is your strategic partner, empowering UCR's community with innovative learning experiences that foster growth, leadership skills, and a resilient, agile workforce. We are committed to the HR ETHOS to cultivate a vibrant, supportive campus where continuous learning thrives.

UCR Core Competency Model



Achieving Results
Building Relationships
Creating the Future

The UCR Core Competencies (ABCs) and behavioral anchors are the building blocks of our professional development and help us target our development activities. They apply to all UC employees, regardless of location, level, or role within the University. They are aligned with the mission, vision, and values of the University of California. Additionally, UC leaders and managers are expected to demonstrate the management behavioral anchors. They are development building blocks, and all courses map to the UC Core Competencies.

Learn more about the UCR Core Competency Model on our website

Learning Formats

EOD offers courses in a variety of formats to provide diverse learning options. They include:

ILT	**Instructor-led trainings (ILT)** are facilitated by an instructor in a classroom setting. ILT allows learners and instructors/facilitators to interact and discuss the training material individually or in a group setting.
VILT	**Virtual instructor-led trainings (VILT)** are facilitated by an instructor in a virtual or simulated environment, or when instructor and learner are in separate locations. Virtual instruction environments are designed to simulate the traditional classroom or learning experience.
eLearning	**eLearning** courses are delivered through online resources, without a live instructor.

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Leading Others

Coaching for Results (by request)

$10

Consistent coaching and feedback allow you to connect with your team and increase their productivity, job satisfaction, and engagement. Discover how to empower your team members by having a coaching mindset when giving effective feedback, and using active listening techniques.

VILT – 2 Hrs.

Delegation Skills*

$10

Getting work done through others is a manager's job, but effectively delegating is often challenging. This course will help you delegate strategically. Learn the basics of this essential skill using exercises, tools, and worksheets.

VILT – 3.5 Hrs.

Managing in the Modern Workplace (by request)

$10

This course helps you identify and analyze your workplace paradigms, overcome common obstacles to hybrid teams, and increase employee engagement. You will also discuss issues such as managing remote/hybrid teams, setting expectations and coaching employees.

ILT or VILT– 2 Hrs.

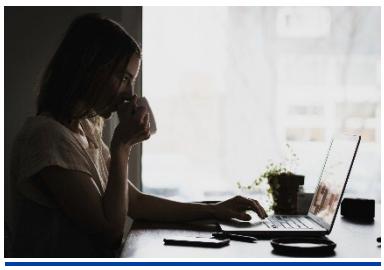
Successfully Supervising Students

$10

The workplace offers student employees a unique opportunity, and creates some unique supervisory challenges. Learn strategies relating to scheduling, giving effective feedback, and making your department student-friendly.

VILT – 3.5 Hrs.

Communication



How to Make Feedback Work for You (by request)

$10

The better we listen, the better we can receive and give feedback to better our performance. In this 90-minute session you will discover how the art of listening and feedback can improve your work performance.

VILT – 90 Min.

Creating a Culture of Respect (by request)

$10

Creating and maintaining a healthy and respectful workplace requires everyone to work together. This course provides strategies to recognize and handle offensive, disrespectful, and inappropriate behaviors. It also explores how to improve productivity by modeling better behavior and fostering a culture of civility and mutual respect.

ILT or VILT– 2 Hrs.

How to Be Proactive: Changing Your Language to Improve Collaboration (by request)

$10

Your language and your paradigms impact how you see the world, your behaviors, your outcomes, and how you interact with others. In this course, learn how your language can impact your creativity and collaboration, and how proactive language can help you reach new possibilities.

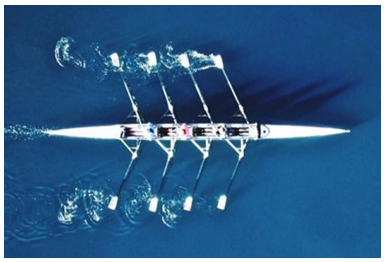
ILT or VILT– 3 Hrs.

Crucial Conversations for Mastering Dialogue

$375

In Crucial Conversations for Mastering Dialogue, learn how to speak and be heard, and encourage others to do the same. When you apply what you learn, you'll be able to surface the best ideas, make the highest-quality decisions, and then act on your decisions with unity and commitment.

ILT or VILT– 12-16 hrs (depends on delivery)



Team Dynamics (by request)

$10

During this course, learn about group dynamics in general, understand your strengths and weaknesses, and harness your efforts towards team goals.

ILT or VILT– 90 min.

Personal Effectiveness

Goal Setting (by request)

$10

Learn how to successfully link individuals' goals to an organization's strategy, ensuring that employees prioritize their work based on the goals of the business unit.

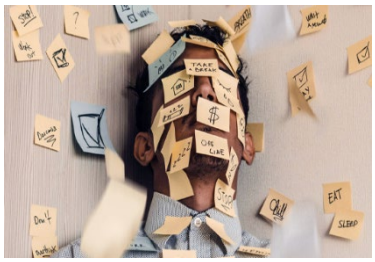
ILT or VILT– 90 Min.

Organizational Change Management: The People Side of Change (by request)

$10

The Prosci ADKAR (Awareness, Desire, Knowledge, Ability, Reinforcement) Model is a goal-oriented change management model that guides individual and organizational change. The ADKAR Model can be used to identify where and why you may be struggling, and to help evaluate change with other people.

ILT or VILT– 2 Hrs.



Time Management (by request)

$10

Do you find yourself constantly running out of time? Do you know where your time goes? We can't create more time, but we can manage our time more effectively. This course will give you tools to plan, organize, and manage your time.

ILT or VILT– 2 Hrs.

Working Successfully in The Modern Workplace (by request)

$10

With the modern workplace landscape changing, employees need to learn how to adapt to working in remote/hybrid teams. In this course, learn how to question your workplace paradigms, overcome common obstacles to hybrid teams, and increase your engagement.

ILT or VILT– 2 Hrs.

Emotional Intelligence (by request)

$10

Emotional intelligence (EI) is the ability to identify and manage one's own emotions as well as the emotions of others. This session addresses the competencies needed for high-level emotional intelligence and skills necessary for that achievement.

ILT or VILT – 2 Hrs.

Psychological Safety and Trust (by request)

$10

This course is designed to help with your understanding of psychological safety, trust, and how to cultivate engagement. Training employees and managers on psychological safety in the workplace reinforces UCR's commitment to a culture of trust, respect, and inclusion.

ILT or VILT– 3 Hrs.

Franklin Covey All Access Pass

Franklin Covey All Access Pass On-Demand Learning

Franklin Covey courses are available to those who have an All Access Pass. For $170 you can access to Franklin Covey's Impact platform for one year. The Impact Platform includes a competency-based 360 assessment and Franklin Covey's online learning resource library. Access is either for a calendar year (January - December) or fiscal year (July-June). Two enrollment windows are offered per year (**May – July** for access from July 1 – June 30, and **October-November** for access from January 1 – December 30); see the UCLC for enrollment deadlines.

Departments can request special sessions for their teams including an AAP and Instructor led courses.

- 2-5 ILT courses - $395
- 1 ILT course - $215

Submit a request via Service Now (insert link) *** To request a Franklin Covey class for your team and to see the offerings, please submit a request via the EOD Request Form.

Franklin Covey courses are available to those who have an All Access Pass. For $170 you can access to Franklin Covey's Impact platform for one year. The Impact Platform includes a competency-based 360 assessment and Franklin Covey's online learning resource library. Access is either for a calendar year (January -December) or fiscal year (July-June). Two enrollment windows are offered per year (**May – July** for access from July 1 – June 30, and **October-November** for access from January 1 – December 30); see the UCLC for enrollment deadlines.

Access includes:

- 360 Diagnostic tool to identify competency areas helping you target your development.
- Create and edit learning goals, identify your challenges and iterests, and complete learning online at your own pace.
- Access to their most popular courses
- Microcourses targeting specific competency areas such as leading a team, creating team culture, collaboration, communication, and more.
- Completion certificate available for some courses

*Contributes to the UC People Management Certificate Electives

**$50 Course cancellation rates will apply.

Prices subject to change based on updated rates.

*** To request a Franklin Covey class for your team and to see the offerings, please submit a request via the EOD Request Form.

Development Journeys & Programs

Plan your development journey with one of our cohort programs, or with our learning resources!

Individual Contributors – improve your effectiveness, communication, and engagement.

Spark Your Potential (launching May 2026)

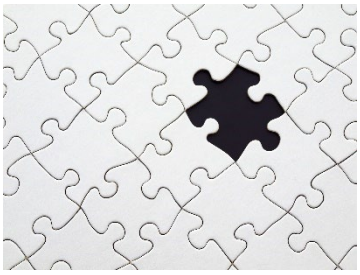
$265

Spark Your Potential is a dynamic and interactive program designed to empower individuals like you to build the skills to achieve your personal and professional goals. Through a blend of insightful workshops, engaging activities, and practical tools, this program offers practical tools and strategies for personal and professional growth. See website for the full program description, application process, deadlines, dates, etc.

VILT with one in-person session

New and Future Leaders

Discover what skills are necessary to be a leader and develop your supervisory skills.



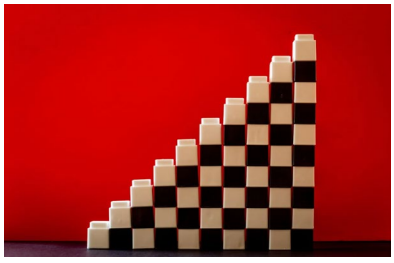
Aspiring Leader Program

$0

The Aspiring Leader Program is an online, self-paced e-Learning program that introduces participants to some of the core skills needed to begin developing leadership capabilities, and to become a successful leader. Visit the website for a full list of required courses. Enroll via the UC Learning Center, and complete at your own pace.

Target audience: 0-1 year of supervisory experience

eLearning – Self-paced – 5 hours



Foundations for Supervisory Success

$0

Provides essential knowledge and resources for supervisors managing within the UCR system. This training ensures supervisors are equipped to apply campus policies and navigate UCR-specific processes.

Target audience: 0-3 years of supervisory experience

eLearning – Self-paced – 5 hours

Building Core Supervisory Competencies (BCSC)

$680

The Building Core Supervisory Competencies program emphasizes participation and practice of supervisory skills, using self-assessments, engaging content, and small group exercises. The program begins with an orientation session in September. Participants then complete core courses and a variety of electives.

Target audience: 2-5 years of supervisory experience

VILT/ILT - 9 Months

UC People Management Certificate Series

Elective costs may vary

The UC Systemwide People Management Series and Certificate is a program for all **people managers and aspiring managers**. It consists of foundational and elective courses, which include local instructor-led activities and systemwide eCourses. Visit the Library Topic in the UC Learning Center. Core Courses and eCourses are free. Some electives have a fee; please see course descriptions above for more information.

Target audience: 0-5 years of supervisory experience

Management Skill Assessment Program (MSAP)

$1900 (program cost under review)

MSAP is designed to assess, on an individual basis, the management skills of UC supervisors and managers. MSAP enables participants to identify managerial strengths, gain information on skills they need to improve, learn about the range of skills necessary for effective management, and receive objective, behavioral feedback from a trained assessor.

Target audience: 2-5 years of supervisory experience, completion of BCSC.

Program currently on hiatus

UC Systemwide Women's Initiative for Professional Development

$1287.50

UC Women's Initiative (WI) is an experiential professional development program for women designed to elevate women in leadership, establish a pipeline for advancement, and contribute women's and UC's success. UC WI is sponsored by the Systemwide Advisory Committee on the Status of Women (SACSW) and the UC Office of the President. It is delivered by CORO. The program was awarded the 2018 Brandon Hall Group Gold Excellence Award for Best Advance in Women's Leadership development. See website for nomination process, deadlines, session dates, etc.

VILT – 4.5 days + pre-work

CORO Leadership Collaborative

$5775

The Office of the President (OP) has partnered with CORO Northern California, a nationally respected nonprofit, nonpartisan leadership development organization, to offer an experiential leadership training program designed to enhance leadership skills and foster relationships, networking, and collaboration across UC. See website for nomination process, deadlines, session dates, etc.

Target audience: 8+ years of supervisory experience

Virtual and in-person sessions over 9 months + homework assignments

Mastering Management (launching January 2026)

$370

The Mastering Management Development Program is a comprehensive journey designed to equip experienced managers with the essential tools, strategies, and insights to excel as a confident and effective leader. See website for the full program description, application process, deadlines, dates, etc.

Target audience: 5+ years of supervisory experience

VILT with one in-person session

UC People Management Certificate

The UC Systemwide People Management Series and Certificate is a program for all **people managers and aspiring managers**. It consists of foundational and elective courses, which include local instructor-led activities and systemwide eCourses. Go to the Library Topic in the UC Learning Center. Core Courses and eCourses are free. Some electives have a fee; please see course descriptions above for more information.

Benefits of this program include:

- Building baseline management skills for current and aspiring people managers
- Increasing opportunities for promotion and future leadership positions
- Access to online courses that are learner-centric and self-paced
- Eligibility to attend the People Management Conference

FOUNDATIONAL COURSES – COMPLETE ALL

Core Courses	UC Managing Implicit Bias Series
1. **UC Performance Management Overview**	1. **What is Implicit Bias?**
2. **UC Setting Expectations**	2. **The Impact of Implicit Bias**
3. **UC Giving & Receiving Feedback**	3. **Managing the Influence of Implicit Bias – Awareness**
4. **UC Engaging & Developing Employees**	4. **Common Forms of Bias**
5. **UC Conducting Performance Appraisals**	5. **Managing the Influence of Implicit Bias - Mindfulness and Conscious De-biasing**
6. **UC Motivating, Recognizing & Rewarding Employees**	6. **Managing Implicit Bias in the Hiring Process**
7. **UC Coaching for Performance**	
8. **UC Managing Corrective Action**	
9. **UC Hiring for Success**	
10. **UC Strategic On-Boarding**	

ELECTIVES – COMPLETE 1 IN EACH CATEGORY

Administration & Operations	Communications	Change Management	Managing People
Delegation Skills	Building Collaborative Relationships	Facilitating Sustainable Change	6 Critical Practices for Leading a Team
Franklin Covey's 7 Habits of Highly Effective People	Crucial Conversations	Leaders at Change	4 Essential Roles of Leadership
Help Your Employees Prioritize Their Work	Dealing with Negative Reactions to Performance Feedback	Leading Your Team through Change	Developing Emotional Intelligence
How to Conduct Effective Meetings	Effective Team Communication	Making Change Stick	Identifying the Root Causes of Performance Issues
Leverage Your Strengths and Avoid Derailing Behaviors	Facilitating Upward Feedback	Managing Motivation during Organizational Change	Positive Atmosphere: Establishing a Positive Work Environment
	Leading at the Speed of Trust	Moving Forward with Change Planning	Sharing a Vision
	UC Exercising Influence	Navigating through Changes and Conflicts in Projects	
	UC Responding to Conflict		

Development Assessments

Development Assessments

To schedule an assessment and learning session for you or your department, email EOD at HRTrainingContacts@ucr.edu.

ViewSuite360® Envisia Learning™

$200

Envisia Learning has been helping leaders, consultants, and coaches deliver real and lasting behavior change in organizations for over 30 years. Envisia's suite of 360-degree feedback assessments and online goal-setting tools merge psychology, technology, and coaching to offer a complete behavior change system.

Everything DiSC®

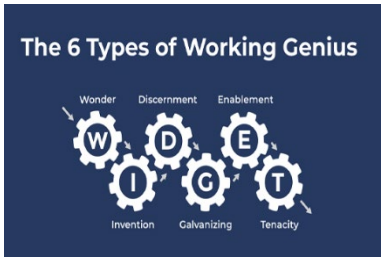
$105

Everything DiSC© is an assessment tool used to improve work productivity, teamwork, leadership, and communication. It identifies behavioral styles in various situations. It also provides a common language that can help people relate to others, adapt their behavior when interacting with others, and value and capitalize on the different preferences.

CliftonStrengths (formerly StrengthsFinder)

$35

Learn how to use your strengths to succeed at work and live your best possible life. Your customized CliftonStrengths reports and guides will give you an "aha" moment as you experience new ways to understand what makes you so unique. Understanding your strengths unlocks your potential and leads you to greater performance.



Working Genius

$35

People who understand their genius show up to work happier, are more effective, and play well with others. Working Genius can help individuals and teams be more innovative, strategic, and effective. Working Genius is the fastest and simplest way to discover your gifts and transform your work.

LinkedIn Learning

LinkedIn Learning

Access through R'Space under Authorized Applications.

LinkedIn Learning (LiL) provides hundreds of courses that cover a wide range of topics that are high quality, easily accessible, and available 24/7 in the eLearning format. LiL is available to all UCR employees with a valid NetID. Below are curated collections based on the UC Core Competencies, but the LiL catalog has more to offer, including personal enrichment courses. Log in today to browse their extensive catalog.

All LiL courses are free of cost.

Achieving Results

Continuous Improvement	**Core Competencies – Continuous Improvement**
Continuous Learning	**Core Competencies – Continuous Learning**
Problem Solving	**Core Competencies – Problem Solving**
Service Focus	**Core Competencies – Service Focus**

Building Relationships

Belonging and Community	**Core Competencies - Belonging and Community**
Collaboration	**Core Competencies - Collaboration**
Communication	**Core Competencies - Communication**

Creating the Future

Change Agility	**Core Competencies – Change Agility**
Mission & Vision Focus	**Core Competencies – Mission and Vision Focus**
Stewardship	**Core Competencies - Stewardship**