UC RIVERSIDE
Employee and Organizational Development

PROFESSIONAL DEVELOPMENT
MONTHLY

A CHIEVING RESULTS   B UILDING RELATIONSHIPS   C REATING THE FUTURE

September 2025

HEADLINE NEWS

Career Development Month

Free Workshops Coming November 2025

November is National Career Development Month, a time dedicated to focusing on personal and professional growth. Throughout the month, EOD will provide *free* workshops to promote career growth and development. Keep watch for future communications on session topics and how to join!

Mastering Management

Coming January 2026

Targeting experienced managers looking to refine their skills and take their leadership to the next level, the Mastering Management Development Program is a dynamic and comprehensive journey designed to equip you with the essential tools, strategies, and insights to excel as a confident and effective leader. This cohort program will launch in early January 2026. Stay tuned for more information!

Spark Your Potential

Coming May 2026

Spark Your Potential is a dynamic and interactive program designed to empower individual contributors to build the skills to achieve your personal and professional goals. This cohort program will launch in May 2026. Stay tuned for more information!

EOD Programs			
Course	**Date(s)**	**Cost**	**Register**
Welcome to Franklin Covey Your journey to growth and impact starts here. Franklin Covey's world-class training content is your new home for dynamic, personalized learning—designed to support your success every step of the way. The Impact Platform for OnDemand learning brings the science of learning to life, equipping you with the mindsets and behaviors needed to do your very best work. This *free* session will give you a deeper understanding of Franklin Covey's world-class content and how you can obtain an **All Access Pass** subscription through Employee & Organizational Development's training programs.	9/04/25 9:30 am 10/2/25 9:30 am	*Free*	[Register](#)
Franklin Covey's Navigating Difficult Conversations: Turn Tension into Progress 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. **Registration Deadline: September 5, 2025 | 6:30 pm**	9/11/25 1:30 pm 10/15/25 9:30 am	*Free: Restricted to All Access Pass Subscribers*	[Register](#)
Communicating with Clarity to Drive Performance	9/16/25 1:30 pm	*Free: Restricted to ePer*	[Register](#)

Communicating with Clarity to Drive Performance is designed to elevate participants' communication skills and enhance performance through goal setting. This course equips individuals with three (3) key ingredients needed to communicate effectively and achieve exceptional results.

		Participants	

Franklin Covey's Project Management for the Unofficial Project Manager

Project Management for the Unofficial Project Manager™ combines best practices from agile and waterfall project management to equip learners with the mindset, skillset, and toolset to engage and inspire team members. Success starts with the core agile principle of value—a project must deliver value to an organization. Once value is established, it is people who make projects successful through a consistent process.

	9/23/25 1:30 pm	*Free: Restricted to All Access Pass Subscribers*	Register

Focus on Your Talents with CliftonStrengths

Do you ever wonder why you make deliberate choices, do what you do, and are better at doing some things than others? The reason is talent; a naturally recurring pattern of thought, feeling, or behavior that influences choices and directs actions. Through your talents you tap into your greatest potential for success, and the outcome is strength. During this session you will explore your natural talents through the CliftonStrengths assessment which introduces your dominant themes, identifies top strengths, and offers suggestions on how to leverage them.

	10/01/25 9:00 am	$35	Register

Registration Deadline: September 17, 2025 | 9:00 am

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. FranklinCovey's Inclusive Leadership: 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

	10/08/25 10:00 am	*Free: Restricted to All Access Pass Subscribers*	Register

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.

Registration Deadline: October 1, 2025 | 10:00 am

Course Spotlight
(Available to Franklin Covey OnDemand Subscribers)

Extending Trust

Feel more confident trusting others to meet their commitments.For more information, please visit [Franklin Covey - On Demand: Extending Trust](#).

Note: This Franklin Covey content is available to those with a subscription to their [OnDemand Platform](#). To subscribe, register for the [Franklin Covey All Access Pass in the UC Learning Center](#).

Using Your All Access Pass

Franklin Covey's 360 Leadership Skills Assessment

The Leadership Skills 360 Assessment is a holistic leadership assessment that helps you understand how you show up professionally (how others perceive you) and your professional strengths and weaknesses. Complete it today to get targeted development suggestions based on your results.

[Visit the Franklin Covey 360 Assessment Guide for more information](#).

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**.

Workshop Topic	Date	Time	Register
ComPsych – Psychological Pressures of Middle Management	9/09/25	11:00 am	[Register](#)
ComPsych – Bringing Out the Best in Others	9/11/25	11:00 am	[Register](#)
ComPsych – Civility in the Workplace	9/16/25	11:00 am	[Register](#)
ComPsych – Humility: An Underappreciated Trait of Confident	10/14/25	11:00 am	[Register](#)

People

ComPsych – Social Skills Refresh! How to Have Good Conversations in Social Situations	10/17/25	11:00 am	**Register**

<div style="background-color:#1f4e8c;color:white;text-align:center;font-weight:bold;font-size:1.3em;">UC Learning Center Corner</div>

Training Content Accessibility Audit

Notice for all training owners and content developers!

In 2024, the Department of Justice issued a final rule updating regulations under Title II of the Americans with Disabilities (Factsheet). **By April 24, 2026, all web and mobile content must meet** WCAG Version2.1, Level AA **standards.** This currently includes all content in the UC Learning Center (UCLC).

Our campus has undertaken an audit of this content over the next several months, reviewing over 500 web-based training activities in the UCLC system. The responsibility will fall to the training owners and content developers to assess and remediate existing content.

On August 4, the EOD office sent out a usage report and audit process timeline to training owners, to help them identify which content should be either updated or retired.

As of June 2025, when submitting new content, owners are now asked to attest that their content meets the WCAG Version2.1, Level AA standards.

Related resources may be found under the eCourses or Web-Based Activities section of the Add Learning Activities page of the UCLC support site.

Systemwide Resources

- From UCOP's Electronic Accessibility initiative:
  - eCourse Accessibility Checklist (does not represent an official effort toward policy compliance)
  - Rise accessibility best practices
  - Systemwide UC Information Technology Accessibility Policy

Accessibility Guidelines for online courses from the UC Risk & Safety Training CoE

UCR's Chief Compliance Office:

- ADA/Section 504 Compliance: Disability Inclusion and Access

Tips and Guidance for Promoting Electronic Accessibility

Accessibility Fundamentals & Standards

- Accessibility Fundamentals from W3C's Web Accessibility Initiative

- [W3C Accessibility Standards and Guidelines](#)

[Fact Sheet: New Rule on the Accessibility of Web Content and Mobile Apps Provided by State and Local Governments](#)

External Training

- [Foundations of Accessible Elearning](#) course on LinkedIn Learning
- [Accessible E-Learning Checklist](#) from Articulate

UC Learning Center Helpdesk Transition to Online Service Request Catalog

[Submit service requests for the UCLC via ServiceNow](#)!

The UC Learning Center (UCLC) helpdesk has transitioned to the ServiceNow platform.

For assistance with the following and more, please submit a request from our [Service Catalog / UC Learning Center](#).

- Helpdesk :Report an Issue
- New Activity Requests and Roster Submissions
- Report Requests
- Change Requests and General Inquiries

LinkedIn Learning

Leadership Foundations

Learn how to lead across differences and cultivate a more inclusive workplace; establish trust; build relationships up, down, and across the organization; lead change through agility and resilience; have difficult conversations; and more. Learn more at [LinkedIn Learning](#).

Gartner

Strategies to Improve Trust in a Hybrid World

Organizations face trust challenges in hybrid environments, putting engagement, performance and intent-to-stay at risk. This research shows how HR leaders can improve trust by equipping managers to lead with transparency and empathy, and cultivating team cohesion in a distributed work environment. Visit [Gartner](#) for more information.

HEADLINE NEWS

UCR Staff Assembly

2025 Community Partner Fair

Mark your calendars for September 17 for the annual Community Partner Fair! 🎉

Vendors should register now as spots are filling up – register here.

Don't miss out on this fantastic event where incredible organizations will showcase their products and services right here on campus under the Rivera Library Arches. Secure your spot now and enjoy free shaved ice on the event day. Admission is *free* for all UCR staff! 🍧

R'Mail Migration Office Hour

These meetings are open for those who have completed a R'Mail migration consultation with Information Technology Solutions (ITS) or attended a previous Welcome to R'Mail webinar. Join the meeting to ask your follow-up questions and receive IT Support related to the R'Mail migration

Join the Webinar

- September 18 | 11 – 12 pm
- October 16 | 11 – 12 pm

CECE Family Child Care Meeting

September 15, 2025 | 6:00 pm

Registration: In-Person | Virtual

Discover valuable county resources, network with other providers, and share experiences to enhance the childcare journey for everyone involved. In-Person and virtual attendance options are available.

UCR at Tanaka Farms Pumpkin Patch

September 27, 2025 – 11:00 am

Join fellow Highlanders for our annual group outing at Tanaka Farms Pumpkin Patch in Irvine, where we'll enjoy a private tent rental just for UCR to meet and mingle before heading out for activities.

$25 includes: Parking & Admission, Wagon Ride, Veggie Picking and the Barnyard Educational Exhibit. Pick-Your-Own Pumpkin (limit 20 lb. children must be able to carry their own)
= over $50 value!

Farm-Visit option for only $15 for those who don't need veggies or a pumpkin. Children under 3 are free. Additional activities, festival games and food are offered at the farm and available all day.

Registration: Please provide the information for yourself and your guests on this step. Then on the next step, select the total number of each type of ticket needed. Each person over the age of 3 needs a ticket.

ADDITIONAL RESOURCES

Communication

Learn to clearly and effectively share information, use appropriate mediums for communicating, and learn to actively listen in our collection in LinkedIn Learning on Core Competencies - Communication.

Remote Work

UCR Strives to be an employer of choice, providing flexibility in line with today's workforce needs. Find Remote Work Resources on the Human Resources website.

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

Questions? Please contact EOD at HRTrainingContacts@ucr.edu

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Get to Know the EOD Team

Personnel Policies for Staff Members:

PPSM50 – Professional Development

Need assistance with course fees?
Apply for a Staff Assembly Professional Development Scholarship