2022-2023
School of Medicine
Leadership Development Program
Information Session

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7/15/2022
Agenda

- Overview of the Leadership Development Program
- LDP Alumni panel
- Overview of the application process
- Q&A
LDP Overview:

- Launched in 2003
- Provides an opportunity for a select group of staff to enhance their careers in the School of Medicine (SOM), and for the School to expand the pool of well-qualified candidates ready for advancement
- Growing LDP Alumni group - approximately 250 matriculated participants
- For more information: Leadership Development Program
FY22-23 LDP Overview:

- 25-30 cohort members
- 16 Sessions: September 2022 through May 2023
- 9:35 - 11:30 am, approximately every other Tuesday
- Anticipated ZOOM sessions; if possible, will reintroduce some in-person sessions (announced in advance)
Program Elements:

- Presentations by SOM and UCSF leadership
- Facilitated small group discussions
- Mentorship project
- Case Study project
- CliftonStrengths workshop
What this program is NOT:

- Direct training in specific areas (e.g. run General Ledgers).
- One-way instruction – this is designed to be interactive.
Expectations

- Attend all sessions (mandatory)
- *Participate*
- Support each other
- Network
- Don’t wait to be a leader
- Strive for the “stretch” zone, but have fun!
Examples of Presenters:

- School of Medicine and University leadership
  - Vice Dean Maye Chrisman
  - Associate Dean Margaret Damiano
  - Chief Learning Officer Nancy Duranteau
  - Director LaMisha Hill
  - Chief Human Resources Officer and Vice Chancellor Corey Jackson
  - Dean Talmadge King
  - Executive Vice Dean Catherine Lucey
  - Communications Director Lesley Snyder
  - Associate Dean Kevin Souza
LDP Alumni panel

- Jenn Cantero, Neurology (2021-22)
- Lorel Hiramoto, Radiology (2010-11)
- Vic Sanvicente, Dean’s Office (2021-22)
- Joanna Times, Anesthesia (2019-20)
Application Process
Eligibility

- Current SOM career employees in Manager & Senior Professional (MSP) and Professional and Support Staff (PSS) classifications at the level of P3 or above, who have demonstrated leadership potential, initiative and excellent performance; or current SOM career employees in UPTE RX (exempt), who have demonstrated leadership potential, initiative and excellent performance.

- Employees who have worked for the University for at least two years and been in their current appointment at least one year by the start of the first session (September 27).

- Employees who have current supervisory or project management responsibilities (policy covered); or employees who have current lead responsibilities over a laboratory or research project(s) (UPTE/RX).

- Employees who are able to commit an average of 5 hours per month during regularly scheduled work hours, with the understanding that attendance at all program events is mandatory.

- Employees dedicated to the UCSF PRIDE values and cultivating diverse, equitable, inclusive, and engaged work environments.
Application Process

#1 Qualtrics survey: basic information

- Name
- Preferred Pronouns
- Email address
- Payroll Job Title (e.g., Admin Officer 4)
- Working Job Title (e.g., Director of Operations)
- UC Employee ID number
- Department
- Division/Unit (if applicable)
- Primary Campus location
- Onsite/remote work status
- Date of Hire in current position (must be on or before September 27, 2021)

- Total Years of UC service
- Supervisor’s name
- Supervisor’s email address
- Whether you have applied to the LDP program in the past
- UPLOAD your current resume

- Name and email address of one person whom we can contact to complete a short six-question survey about your participation. Ideally, this would be your supervisor, but you may refer us to a different individual (e.g., former supervisor or mentor) if you prefer.
Application Process

#2 Application Questions

Q1 Why are you applying to the Leadership Development Program, and what would you like to gain/learn from your participation?

Q2 What do you think are the most important characteristics of a successful leader? Provide detailed examples of when you displayed some of these characteristics.

Q3 Please describe a specific person or experience that has had a significant impact on your own leadership development. Why and how did this affect your own leadership style or approach?

Q4 Please describe a specific role you’ve had in cultivating diversity, equity and inclusion in your current position or a previous position, and what was the outcome and/or impact? Or, if given the opportunity in a leadership position, what would you do to actively cultivate an environment of diversity, equity and inclusion in your Unit?

Q5 Describe the actions you have taken to enhance your career or improve your management/professional skills within and outside of UCSF. Please include formal education, training, community service and/or professional associations.

Q6 Give an example of a decision you made at work that you now consider to have been a mistake, and describe how you would handle it differently today.

Q7 Provide an example of a time when you have benefited your work group or department through the use of your leadership abilities.
Selection Process

Selection will be based on evaluation of the answers to the seven application questions illustrating:

- recognized leadership potential
- demonstrated initiative and
- excellent performance

The reference submission will also be taken into consideration, however, the applicants’ own answers to the seven questions are the most critical elements of the review.
Questions?

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