



U C - C O R O S Y S T E M W I D E L E A D E R S H I P C O L L A B O R A T I V E

Congratulations on your selection to the program! You are part of a talented and diverse cohort of outstanding individuals at the University of California ready to develop, practice and apply new leadership skills.

UC hopes the Leadership Collaborative will further develop your leadership capabilities and inspire you to take part in shaping the future of UC within your campus and throughout the UC System.

CORO Northern California—a nonpartisan nonprofit organization focuses on redefining leadership—hopes your experience will prepare you to take risks, disrupt old patterns and make way for new ways of thinking, doing and leading.

The late photographer Diane Arbus once said her favorite thing to do was to go where she had never been. As with most explorations, the Leadership Collaborative will, at times, feel disorienting and challenging. It will require flexibility, openness and a willingness to take risks. CORO will guide you, but it is your commitment, engagement, and trust in the process that will allow for transformational learning.

This packet contains information on CORO’s experiential approach, program policies and ways to prepare for the program. We look forward to your participation.

P R E P A R A T I O N

Before the start of the program, please do the following:

- **Review the program goals.** The UC-CORO Systemwide Leadership Collaborative program is designed for UC leaders who want:
 1. Enhanced leadership abilities through exposure to and practice with a broad array of leadership tools and concepts that emphasize self and group awareness, interpersonal communication and insightful analysis of resources and systems;
 2. A deepened connection to peers and colleagues and an on-going network of leaders that transcends boundaries across UC;
 3. Increased confidence to initiate positive change and innovation across all levels of UC; and
 4. Improved relationships between UC leaders; those that spark the beginning of a cultural shift across the UC system that will yield more collaborative partnerships.
- **Complete the 15-minute pre-program questionnaire by Friday, January 2, 2015.**
 - For participants in the Southern California cohort, please fill out the survey located at: <https://www.surveymonkey.com/s/SoCal2015>.

- For participants in the Northern California cohort, please fill out the survey located at: <https://www.surveymonkey.com/s/NorCalSystemwide2015>.
- **Carefully review the program policies and calendar included in this packet.** Be sure you have eliminated all prior commitments on seminar days.
- **Set personal goals congruent with the goals of the program.** You will get more out of this experience when you have a sense of what you wish to accomplish. Articulating your personal goals will provide a foundation for measuring and synthesizing your experience. CORO's Pre-Program Questionnaire will aid you in the goal-setting process.
- **Be ready to do your part to help the group become a true learning community.** CORO will encourage you to try new things, share professional challenges and leverage each other's experiences and strengths. You may want to begin thinking about specific leadership challenges you face that you might want to discuss with others in your cohort.

A B O U T C O R O ' S A P P R O A C H

CORO's approach to leadership training is "experiential." Individuals engage in interactive learning in order to develop greater self and group awareness, improve interpersonal communication, and analyze systems and situations more effectively.

As with all CORO programs, the community is the classroom. For this program, UC constitutes the community. Participants will be exposed to learning and networking opportunities increasing their knowledge, awareness, and connections within UC. Also, participants will learn CORO skills and apply them to real life challenges.

CORO Faculty help participants concentrate on learning from themselves and each another. During seminars, you focus on developing discourse among group members, not dialogue between the faculty and participants. CORO Faculty believe leadership development and growth occur when participants are encouraged to practice self-governance, apply new skills, discuss successes and challenges, and reflect on all of the above.

A B O U T C O R O

CORO Northern California, a nonprofit organization based in San Francisco, prepares individuals for leadership through hands-on, collaborative learning. For 72 years, CORO has developed and delivered effective programs and strategies for individuals, communities and institutions to better understand themselves, how they work with others, and how to improve their communities. CORO offers intensive leadership development to:

- Academic institutions fostering professional development and adaptive leadership. Our partners include UCOP, UC Davis Health System and UCSF.
- Early career professionals and recent college graduates. CORO operates the Fellows Program in Public Affairs, a nine-month, full-time graduate-level program in the San Francisco Bay Area. There are additional CORO Fellow programs in Los Angeles, New York, Pittsburgh, and St. Louis.

- High school students seeking to improve their schools and communities. Since 1998, we have operated the Coro Youth Exploring Leadership Program.
- An array of nonprofit organizations and communities interested in having CORO design and deliver tailored leadership development programs to youth or staff.

To learn more, please visit www.coronorcal.org.

P R O G R A M P O L I C I E S

While CORO promotes self-governance and gives participants freedom to examine, explore and improvise, the programs structure and policies are important. The following policies create that structure and strict adherence is required.

Attendance

Participants should clear their calendars on scheduled seminar days. 100% attendance is the expectation for all participants. Each session is based on the knowledge, skills and experience garnered previous sessions. Therefore, any absence has an impact on the dynamics and the learning process of all participants. No activities or meetings conflicting with the CORO program should be scheduled.

If there is an emergency, participants must notify Nancy Shemick as soon as an absence is anticipated. She can be reached on her work phone at 510-814-0259, cell phone at 510-813-0259, or at nshemick@coronorcal.org.

Please note the seminar day requires attendance during the lunch time; “breaking bread” is an important opportunity for the participants to learn more about each other and to discuss group projects.

Punctuality

Seminars begin promptly on the hour. They involve small and large group activities, discussions, and assignments. Late arrivals disrupt the group’s learning process and may cause one to miss out on the directions and orientation to the entire seminar. Please be punctual to all seminars, and when returning from breaks during seminar. Participants must notify Nancy Shemick as soon as a late arrival is anticipated at 510-813-0259 or nshemick@coronorcal.org.

Confidentiality

Vital to CORO is the need for absolute confidentiality regarding information shared during seminars. CORO has a **strict** policy that all relevant information gathered in seminars is used only in training and is held in confidence by all participants and staff. CORO’s confidentiality policy has both allowed for and encouraged the candid exchange of information integral to our training. **As this policy is critical to CORO’s integrity and the success and trust of UC leaders who participate in the program. Any breach of confidentiality may be cause for dismissal from the Leadership Collaborative.**

Termination

Participants in the Leadership Collaborative are engaged in the program on an “at will” basis. Because the program depends on the full involvement and commitment of the participants, if for some reason you are not able to continue to be fully engaged in the program, please discuss the possibility of terminating your involvement with CORO Faculty and the appropriate UC representatives.

Intersession Assignments and Reflections

Some time (approximately 2 hours per session) outside of regularly scheduled seminars will be necessary for intersession assignments. Participants are required to complete reflection questions electronically after each seminar, as well as a pre-and final program evaluation, as an opportunity to reflect, process, and communicate. Read only by CORO Faculty, your responses allow staff to develop appropriate assignments for the group and monitor learning.

Group Project Component

Over its duration, the project will require 20 – 40 hours of work outside of formal UC-CORO sessions per participant.

The group project is geared at achieving the following outcomes:

- Develop stakeholders in a systemwide approach to problem-solving
- Address an issue important to UC campuses
- Empower participants across campuses
- Develop working groups to address future issues
- Increase visibility of program participants

The project will be introduced in the fourth session, and it will culminate in a presentation of findings at the program graduation.

Telephone Calls

Use of cell phones, other electronics such as PDAs, pagers and instant messaging devices is permitted only during designated breaks that will be announced by program staff.

Attire

Business casual clothing is strongly suggested at seminars. You may spend time in workshops meeting with UC and other leaders so please dress accordingly.

Calendar & Seminar Locations

Over the program period, ten sessions as well as a graduation ceremony are scheduled. There will be two cohorts—one focused on Northern California campuses and one focused on Southern California campuses. The calendars below vary by cohort.

NORTHERN CALIFORNIA COHORT SCHEDULE

DATE/TIME	SESSION	LOCATION
February 3, 2015 9 AM – 4 PM	Welcome, Kick-Off, Logic Study	UCOP 1111 Franklin Street Lobby 1 Oakland, CA 94607
March 3, 2015 9 AM – 4 PM	Understanding Ourselves & Our Surroundings	UCOP 1111 Franklin Street Lobby 1 Oakland, CA 94607
April 7, 2015 9 AM – 4 PM	The Power of Inquiry & Active Listening	Five Star Conference Center – Paramount Room 500 12 th Street, Suite 105 Oakland, CA 94607
May 5, 2015 9 AM – 4 PM	Systems Thinking, Analysis, Optimal Decision Making	UC Davis ARC Center Ballroom B 232 ARC, One Shields Avenue Davis, CA 95616
June 2, 2015 9 AM – 4 PM	Relationship Management & Interpersonal Skills	UC Davis ARC Center Ballroom B 232 ARC, One Shields Avenue Davis, CA 95616
July 9, 2015 9 AM – 4 PM	Campus Field Exploration/Project Planning Day	UC Davis ARC Center Ballroom B 232 ARC, One Shields Avenue Davis, CA 95616
August 4, 2015 9 AM – 4 PM	Interest-based Negotiations	UC Davis ARC Center Ballroom B 232 ARC, One Shields Avenue Davis, CA 95616
August 25, 2015 9 AM – 4 PM	The Subtlety of Social Bias; Leveraging Differences	UC Berkeley – Clark Kerr Conference Center, Executive Dining Room 2601 Warring Street Berkeley, CA 94720
Sept. 22, 2015 9 AM – 4 PM	Campus Field Exploration/Project Planning Day	UC Berkeley – Clark Kerr Conference Center, Executive Dining Room 2601 Warring Street Berkeley, CA 94720
October 13, 2015 9 AM – 4 PM	Constructive Conversations; Giving & Receiving Feedback	UC Berkeley – Clark Kerr Conference Center, Executive Dining Room 2601 Warring Street Berkeley, CA 94720
November 5, 2015 9 AM – 3 PM	Project Presentation & Graduation (both cohorts)	UCOP 1111 Franklin Street, Lobby 1 Oakland, CA 94607

SOUTHERN CALIFORNIA COHORT SCHEDULE

DATE/TIME	SESSION	LOCATION
February 5, 2015 9 AM – 4 PM	Welcome, Kick-Off, Logic Study	UCLA Covell Commons Third Floor West Coast 330 De Neve Drive Los Angeles, CA 90095
March 5, 2015 9 AM – 4 PM	Understanding Ourselves & Our Surroundings	UCLA Covell Commons Third Floor West Coast 330 De Neve Drive Los Angeles, CA 90095
April 9, 2015 9 AM – 4 PM	The Power of Inquiry & Active Listening	Human Resources Training Room UCI Human Resources 111 Theory, Suite 200 Irvine, CA 92697
May 7, 2015 9 AM – 4 PM	Systems Thinking, Analysis, Optimal Decision Making	Human Resources Training Room UCI Human Resources 111 Theory, Suite 200 Irvine, CA 92697
June 4, 2015 9 AM – 4 PM	Relationship Management & Interpersonal Skills	Human Resources Training Room UCI Human Resources 111 Theory, Suite 200 Irvine, CA 92697
July 14, 2015 9 AM – 4 PM	Campus Field Exploration/Project Planning Day	UCI – A311 Student Center Balboa Island A Irvine, CA 92697
August 6, 2015 9 AM – 4 PM	Interest-based Negotiations	UCSD – The Village at Torrey Pines Room 15-A 9500 Gilman Drive #0541 La Jolla, CA 92093
August 27, 2015 9 AM – 4 PM	The Subtlety of Social Bias; Leveraging Differences	UCSD – The Village at Torrey Pines Room 15-A 9500 Gilman Drive #0541 La Jolla, CA 92093
Sept. 24, 2015 9 AM – 4 PM	Campus Field Exploration/Project Planning Day	UCSD – The Village at Torrey Pines Room 15-A 9500 Gilman Drive #0541 La Jolla, CA 92093
October 15, 2015 9 AM – 4 PM	Constructive Conversations; Giving & Receiving Feedback	UCSD – The Village at Torrey Pines Room 15-A 9500 Gilman Drive #0541 La Jolla, CA 92093
November 5, 2015 9 AM – 3 PM	Project Presentation & Graduation (both cohorts)	UCOP 1111 Franklin Street, Lobby 1 Oakland, CA 94607

C O N T A C T L I S T

Faculty for the UC-CORO Systemwide Leadership Collaborative includes:

Nancy Shemick, Adjunct Faculty and Program Manager*
UC-CORO Systemwide Leadership Collaborative
Work Phone: 510.814.0259 Cell phone: 510.813.0259
Email: nshemick@coronorcal.org

*Nancy is the primary contact for both cohorts during and in between seminars. Please contact her with any questions or concerns relating to the leadership program.

Mira Ringler, Adjunct Faculty (will co-facilitate the third – tenth sessions in Northern California)
Email: mringle@coronorcal.org

Laney Whitcanack, Adjunct Faculty (will co-facilitate Southern California sessions and the first and second sessions in Northern California)
Email: lwhitcanack@coronorcal.org

The CORO team overseeing this Collaborative and all CORO's programs includes:

Susan Shain, CEO, CORO Northern California
Email: sshain@coronorcal.org

Alexandra Céspedes Kent, Sr. Director of Programs & Business Development
CORO Northern California
Email: akent@coronorcal.org

The UCOP team overseeing this Collaborative includes:

Donna Salvo, UC – CORO Program Director and Executive Director of Systemwide Talent Management and Staff Development, Human Resources, UCOP
Email: donna.salvo@ucop.edu

Linda Klink, Learning & Development Manager, Human Resources, UCOP
Email: linda.klink@ucop.edu

*Linda will be liaising with the Northern California cohort.

Juliette Villanueva, Systemwide Talent Management Administrative Officer, Human Resources UCOP
E-mail: juliette.villanueva@ucop.edu

*Juliette is in charge of logistics for the UC-CORO Program.

Contact information for all those participating in the Collaborative will be provided after the start of the program.