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**PRESIDENT NAPOLITANO
CHANCELLORS**

RE: 2015 UC-CORO Systemwide Leadership Collaborative

We are pleased to announce a new systemwide leadership program for experienced leaders in partnership with CORO Northern California.

CORO Northern California has been assisting the University of California since 2006 to develop current and future administrative and faculty leaders. We have trained over 200 faculty at UC San Francisco and over sixty faculty and administrators at the UC Davis Health System. At UC Office of the President, we have trained 36 senior leaders through CORO.

This leadership program will focus on the benefits of inter-campus and cross-functional involvement. With the program being tailored at the Director level and above, the participants will have field study opportunities to work on a specific campus or a medical center leadership initiative.

The 2015 UC-CORO Systemwide Leadership Collaborative will be offered to up to 40 administrators from UC campuses. The participants will form a Northern California cohort and a Southern California cohort. Each cohort will follow the same curriculum. The program will include campus explorations when participants will interview campus leaders and have the opportunity to visit and learn about the institution. This provides a direct opportunity to get a sense of the intellectual, administrative, and cultural atmosphere of multiple University of California campuses. The program is rigorous and requires a firm commitment of approximately 100 hours of seminars and intersession assignments. A group project will require an additional time commitment.

The UC-CORO Systemwide Leadership Collaborative would target selected individuals who report to cabinet-level leaders. The dual purpose is to enhance the leadership skills of those individuals and to foster relationships, networking, and collaboration across UC.

Overarching outcomes from the program would include:

- 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;
- A deepened connection to peers and colleagues and an on-going network of leaders that transcends boundaries across UC;

- Increased confidence to initiate positive change and innovation across all levels of UC; and
- Improved relationships between UC leaders; the beginning of a cultural shift across the UC system that will yield more collaborative partnerships.

Program components will consist of

- Ten, full-day interactive seminars held on various campuses, and will include Campus Field Exploration sessions which would involve gathering information to gain improved understanding and appreciation of strengths and challenges facing campus leaders and departments
- Logic Study—Creating a culture of collaboration
 - examine the complexities of an organization or department
 - create understanding of the leadership styles in/of the group
 - establish the group as a framework of learning for participants
- Home Teams—work groups throughout the session
- Practicum—each participant identifies a small group within the organization to use as a laboratory in which to explore CORO tools
- Final presentations focusing on recommendations to Chancellors and other Sr. Leaders in UC

Timing:

- Initiate selection of participants in November, 2014
- Cohort program scheduled to run from February to October, 2015 (North and South).

Program Costs:

- Cost for each participant in the program will be \$5,000.

I will be providing you more detailed information about the program along with the criteria for nomination, selection, and participation under separate cover. Meanwhile you and your staff may start to think about potential participants for this unique developmental experience.

Sincerely,



Dwaine B. Duckett
Vice President for Human Resources

cc: Members, President's Cabinet
Executive Vice President and Provost Dorr
Executive Vice Chancellors and Provosts
Vice Chancellors of Administration
Chief Human Resources Officers
Executive Director Salvo
Director Rasmussen
Training Directors