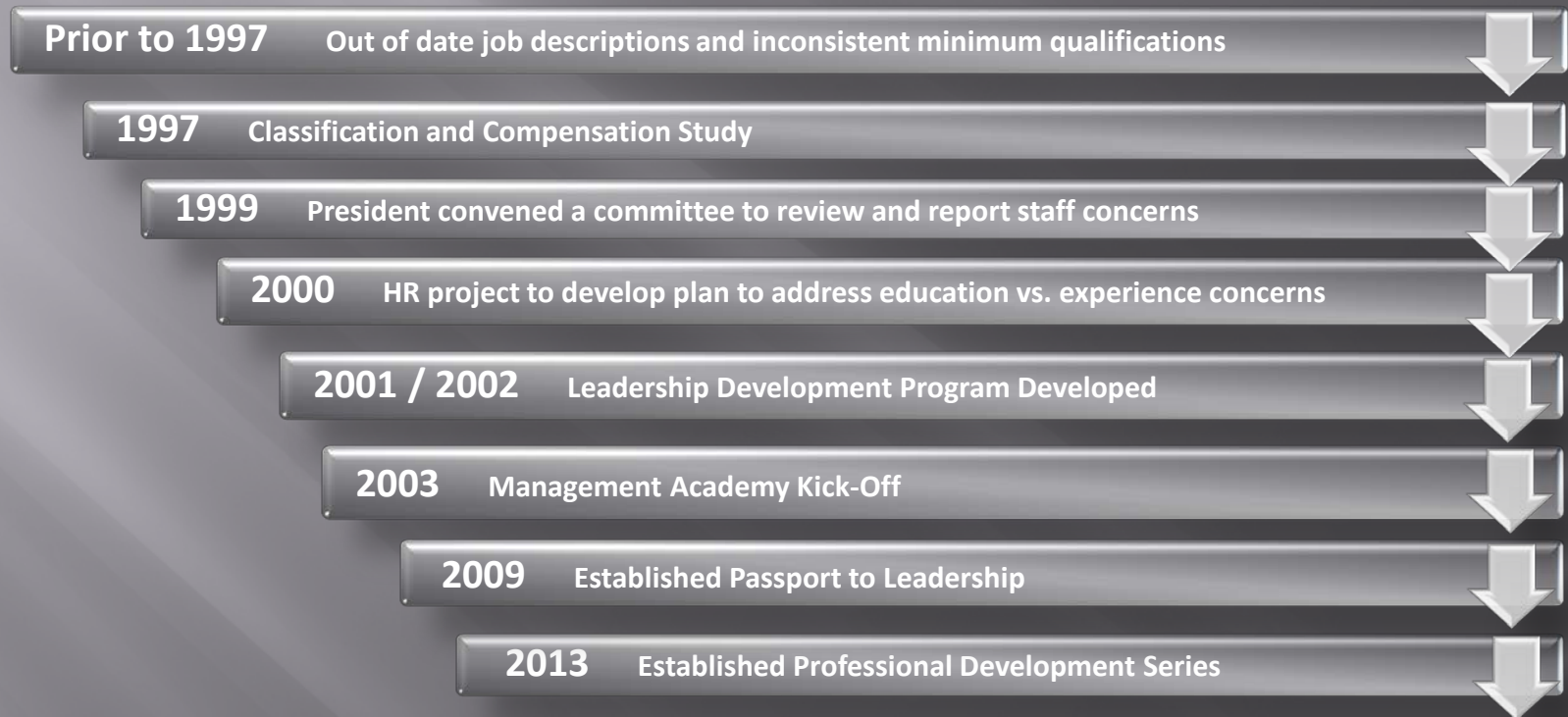


IMPROVING MANAGERIAL EFFECTIVENESS AT THE UNIVERSITY OF NEW MEXICO

Leah Boetger

Interim Director
Employee & Organizational Development
University of New Mexico

Beginning the Journey



Management Academy



- Researched UNM leaders and other institutions
- Examine job competencies, identified 23 competencies
- Selected Robert Quinn's Competing Values Competency Model
- Establish learning objectives
- Developed program content

Management Academy Purpose



- Help current managers develop better skills
- Help aspiring managers qualify for many UNM administrative management positions
- Prepare everyone to lead in the UNM environment

Management Academy Process



- Application Process – May/June
- Recommendation Committee - June
- Select and Notify Participants - July
- Program Kick-Off - August
- Program Content - Sept. through February
- Team Presentations - March
- Final and Feedback Sessions - March/April
- Graduation - April

Program Requirements



- 100% Attendance
- Homework/Pre-work
- Team Project/Presentation
- Final Exam
- Openness
- Feedback (Give/Receive)
- Have Fun

How is the program different?



- Integrated Curriculum
- UNM Specific
- Wide Internal Leadership Support
- Networking & Relationship Building
- Scheduled During Workday
- Free

Inaugural Management Academy



42 People Attended
(January – September 2003)





Notable Outcomes



- First graduate placed in a job that was not formerly available to her - 4 grade level increase
- High Level Recognition
- Confusion over Purpose and Degree Removal
- Currently over 300 Graduates
- 47% Promotion Rate

What's New?

2009 Passport to
Leadership



2012 Professional
Development
Series



Passport to Leadership



- Complete certificate within 1 year
- Each course four hours or less
- Self Select Program/Self-Paced
- Current Leaders who have direct reports
- Personalize your certification:
 - Two required courses plus your choice of four electives

Professional Development Series



- Complete certificate within 1 year
- Each course four hours or less
- Self Select Program/Self-Paced
- Available to staff
- Personalize your certification:
 - Organizational Effectiveness
 - Personal Effectiveness

Questions



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**Thank
You**



UNM
HUMAN RESOURCES