

UNIVERSITY FACILITIES

Leadership Development Program

**MAXIMIZE
YOUR
POTENTIAL**

A year long program to provide high-potential employees with customized knowledge, skills, and practical experience to be well-equipped as future leaders within the division.

Program Timeline Estimation

Summer	Early Fall	Late Fall	Spring	Summer
Apply	Plan Part 1	Begin Part 2 & Plan Part 3	Wrap up Parts 2 & 3	Celebrate

Part I: Individualized Development Plan

Determine where you want to go, where you are starting, and how you will get there.

Staff complete a professional competency evaluation packet to identify 3 competencies to improve during program. Staff and Supervisor may review Career Progression steps to identify areas of growth. Staff complete the IDP planning packet for Training and Development. IDP must be approved by the supervisor & FLDP Committee.

Part 2: Training & Development

Determine who you are as a leader and grow your leadership skills.

Attend and actively participate in FLDP meetings, Workforce Workshops, Service hours, and a variety of development opportunities chosen during Part 1.

Part 3: Project & Presentation

Determine a project to put your leadership skills into practice.

Staff complete the project planning packet. Project must be approved by the supervisor & FLDP Committee. Share project ideas and updates along the way in FLDP meetings. Learn to use presentation software to present results in last FLDP meeting. Implement the modules learned during cohort meetings and incorporate UF Mission, Visions & Values.



**UNIVERSITY
FACILITIES**
*Workforce Safety
and Development*

Questions?

Contact a staff member in
Workforce Safety and Development

Program Overview

Goal of 70+ hours over a year

Part 1: IDP Creation	Core Requirement	5 Hours
Part 2: Training and Development	Core Requirement	Goal of 55 Hours
FLDP - 5 Cohort Meetings	Core Requirement	10 Hours
UF - Customer Service (3-Part Series option)	Core Requirement	6 Hours
UF - Workforce Workshops: Topics of Choice	Minimum 5	5+ Hours
HR - Supervisor Training Series &/or Ombud's Workshops: Topics of Choice	Minimum 2	7+ Hours
Training Provider of Choice Topic: Inclusion	Minimum 1	1+ Hour
Book, Audiobook, or Podcast Topic of Choice	Minimum 1	1+ Hour
ComPsych or Percipio Online Training Topic of Choice	Suggested 1	1+ Hour
Training Provider of Choice Topic of Choice	Suggested 1	1+ Hour
Service Hours/Volunteer Hours	During the months of the Cohort	5+ Hours
Part 3: Project Creation, Implementation, & Presentation	Custom Plan	10+ Hours

**Training and Development programs that were completed within 3 years prior to joining the Leadership Development Program may be able to count toward the required hours. Exception: Service/Volunteer Hours are to only be completed during the months of the current FLDP Cohort.*

Program Application & Completion

Individuals interested in participating in the FLDP program will complete an application and participate in an interview process with the FLDP committee. Successful completion of the program will also be reviewed by the FLDP committee.

To be eligible to apply:

- *Employee must have completed probationary period and have 3 years of employment at CU.*
- *Employee must have received a Successful or greater on the last two performance evaluations and no written disciplinary or performance improvement actions through Human Resources within the past 12 months.*

