

Self-Paced Manager Certification Q&A

Most of you know me. If you don't know me by now, and you're part of this program, you will know me.

I oversee a lot of the email communications for this program.

I have worked hard to align the changes, to, our cohort model.

and Kaitlin is joining us today who actually had leads, logistics for our cohort.

So, thank you, Kaitlin, for joining us today. And I know you're if you're here as a participant.

So I if you want to introduce yourself, I, you don't have to I know you're just you're just trying to.

So, so just so you all know, cohorts and the manager certification program, self-paced are the same, but also different.

They were just require a little bit, different operations behind the scenes magic.

So, I more focus on the self-paced program where Kaitlin focuses on those cohorts.

So, just just for your purposes, if you have any questions about cohorts, Kaitlin's your girl,

and if you, if you have any questions about the self-paced, here I am.

So, with that said, I'm going to turn it over to Katie to kind of talk about, the role, the important role that she plays with all of this stuff.

Katie. Hi, everybody. It's great to see you all.

I am the program specialist on the learning and development team.

And I do a lot of the background work. So I do a lot of support work with Andrea, and Kaitlin.

And so as somebody who does a lot of the backend system work, I am here to help walk you through,

the new learning journeys in principio and how those look and work.

And I think Debbie just hopped on. You know, Debbie.

We want to introduce yourself. Perfect timing.

I don't know if you knew what. You're next to introduce yourself and kind of talk about your role with the program.

Great. Sorry about that. I had a another call that was running a little bit over.

I apologize for that. Hi, everyone. I'm Debbie Lammers.

I'm the assistant vice chancellor of learning and development. and, most of you know me, I see a lot of very familiar names.

But I've been with the university for almost seven years now, and I help to support the programs mostly in the background these days.

Andrea, I'm sure has told you that, you know, she pretty much manages the self-paced program.

And, Katie does a lot of the logistical things these days.

But I'm also here for support. Helped.

I've, you know, managed many leadership programs and helped to launch this back in 2020 when we, first decided to move forward.

So I'm here to answer whatever questions I'm going to help guide a little bit this morning or this afternoon, to what the journeys look like.

And, where we've taken this. You know, our goal has always been to continue to streamline and move the program forward.

So, I'm excited to to be here with you all this afternoon.

And, please feel free to ask us questions as we go along.

So excited to see you all here. Okay.

Great. So, thank you, Debbie, and welcome.

So we're we're just going to get started with with what we plan to discuss today.

And that's really just we're going to overview those changes.

As they relate to Presidio and then the learning journeys that that, Katie and Debbie are going to walk you through today.

So I'm going to pause here and let, and let them kind of start.

So walking you through that. Okay.

Well, thanks, Andrea. and again, thanks, everyone, for being here.

So I'm going to spend just the first part of, our time together.

I'm going to share my screen.

I am, going to, I'm already logged into Percipio, so hopefully all of you already know how to or have been, into Percipio.

And this is, the main screen of for Percipio.

So when you log in to Percipio, this should be your view.

When you get in and I'm going to be navigating from the left hand side of the screen.

So what we've done is.

Basically, we have transitioned the self-paced manager certification program out of canvas into Percipio for a couple of reasons.

One, to streamline how one we administer the program, are able to track the program,

and for you to be able to access the program, sign up for your courses and to also streamline how you do the program,

but also to align the both the self-paced program and the, cohorts that we do a little bit more so that,

that they are, for lack of better work, better aligned in regards to, the work that you do in the program.

So, Andrea will a little bit later talk about how everything you've done so far, you still get credit for.

We've changed some names of some courses. We've re structured, the actual online portion of it.

But anything you've done, you are going to get full credit for everything you've done one way or the other.

And so you won't lose any of that. but hopefully you'll be able to, in some ways expedite how you're getting things done.

So to get started with the very first time you go to actually look for the journey and what a journey is, it really is the

place where you're going to be able to see all of your requirements that you're going to need in order to complete the entire program.

So from the left hand side, you will go to library.

From library. If you go to CU Anschutz.

And then if you go to human resources and human resources, we have several journeys.

But the one you're going to be wanting to go to is the one called the Self-paced Manager Certification Program,

because that's the one that we've registered all of you in.

And so when you click on that, you are going to see all of the requirements for the self-paced program that you're in. Starting at the top.

Up here, it's going to tell you what percentage of the journey you've completed.

So any of the courses that you have completed it will start tracking, the percentage completed.

When you're totally done, you could actually print out your certificate.

So just like when we send you a certificate, you could actually print out a certificate.

As soon as you're done online, you're still going to get your credibility badge.

We will still submit for you to get your Credily badge, which you'll receive separately outside of Percipio.

But in here, when you scroll down, you're going to start seeing all of the things that are going to be required of you.

The very first thing you're going to see are these things called these initial program benchmarks.

Now, many of you, because you've been in the program for a while, when you first started,

we had asked you to take a pre-assessment, which was done through Qualtrics.

This is going to replace that so that it's all done in the system.

It's all tracked in the system, it's graded through the system.

And basically what these are is these are a set of

competency benchmarks that go along with all of the competencies or many of the competencies I should say,

that match the competencies related to the courses that you take within the program.

Now, because many of you are already have started the program, you might have already done the pre assessment.

It's not essential that you do this right away,

but we are going to ask that you do this initial program benchmark at some point throughout the program.

And this is really useful for you because this is going to give you an indication of where you are with that particular competency,

and it will also give you recommendations for other training you could do within skills soft (Percipio),

as you're going through the program, not just the stuff we we've assigned you, but as you go along, there's other things that you can do.

So you'll see that there are several here.

So there's like communication essentials, giving and receiving feedback, emotional intelligence, goal setting, leading change.

Clear down to managing conflict. The next category you're going to see is mandatory courses, which is your instructor led courses.

So these are all of the courses that are the mandatory.

So when you look at your tracker, everything that was considered core, this is all of the core requirements.

So all of these are going to be all of your core classes that you were required to take in the program.

Anything that you've already taken will show as completed.

So you notice here I'm enrolled in the programs so that I can show you what this looks like.

You're going to notice all of mine show. Not started because I'm not taking a lot of these.

Right. Obviously. But you will have a lot of these that are going to show up depending on where you're at within the program as,

as either started or completed, especially these that are instructor led trainings.

Now, Andrea is going to talk about the changes in names of courses because we are in the process of changing curriculum.

She's going to talk to you here in a little bit about how courses you've taken are equivalent to these that you will receive credit for.

Now, if there's a course that you're needing to take and you haven't yet taken it and you need to sign up for it,

you have a Learn More and Register button here.

When you click on that. It will take you

right to the registration page and it will list all of the available course dates,

and you could register as long as it has the register button, as long as it says available and you could register.

You could register for the date that fits into your schedule.

And then when you're done registering for your class at the very top, it has back to journey.

You could go back to the journey and it's going to go back to where you started.

So you can either register for another course or you could look at your progress of your journey.

So you can go through, and you could look at all of those things that you need to do, right.

So these are your mandatory courses that are required.

So that's the first aspect of it. Then there is these mandatory e-learning courses.

So this is the replacement of the canvas courses that you had that you used to do.

So Andrea went out and she looked at courses that are here available

in Percipio that were equivalent to what we were doing either in skill soft and/or LinkedIn.

And these are now those replacement courses.

So all you have to do is where it says start the course.

You just start the course. Or like in this case this one has just a play button here.

You'll start the course once you're done. It will show it as completed and you move on to the next one.

So these will replace those. If you had finished certain courses again in canvas.

And it's equivalent to ones here. Andrea and Katie

and Tamara, they're working on showing these completed for you so that you do not have to do that.

Now, before I talk about the post benchmark, I'm going to talk about your optional resources.

So as part of the program, you had what we called electives.

You had to take, a series of electives and you had to attend.

You have to attend the zoom groups discussion sessions.

You will find all of those under what's called optional resources.

When you click the down arrow here, all of those courses that are eligible for that are all listed here.

Same thing as above. You would just click on it to enroll in the course, but you just use the arrows to scroll through those.

So these are all of the other courses. Again, if you've taken one or more of these, it will already show it as complete.

When you go further down, it's going to show the program discussions.

These are now the zoom. They're labeled as manager certification program discussion and they have names associated with them.

So this one's applying new skills and and finding group support.

So you need to, this is your ability to sign up for those.

When you're all done with your program like the initial benchmarks.

You're going to go back in here and you're going to do post program benchmarks.

Now all of these will show completed because you completed them up top.

They're one in the same. But you are going to go in here and you're going to retake the benchmarks.

And you will see what your score is, because you'll get a pre score and you'll get a second score for retaking it.

So you'll be able to see what the difference was.

And I'm going to show you. I did the giving and receiving feedback as a sample so that you can see what this looks like.

So I went out here and I did. This particular benchmark, and in my initial score it said I was proficient.

My skill level is proficient and I, it lists which areas I got correct and which ones I got partially correct.

So when I take my second benchmark, it will show me what my secondary score is as well,

so that I could see what the difference was between my two scores.

So the goal is, is to, you know, obviously is to enhance our proficiency in that particular competency.

Once you've completed everything, you've completed both benchmarks, you've completed all your mandatory and your electives.

It will show everything entirely complete and everything

not only will all of the courses be transferred to HCM, because every time you complete a course,

it will transfer into your HCM record, but once your entire journey is complete, it will also move then to your HCM record as well.

Let's say I've got a couple of questions in here.

So Heather asked, my managers are really stretched thin.

Does the self-paced track require time commitment from my manager?

No, it does not. They do not have to track anything.

This is for you to track. This is. This is your journey.

This is your journey to track. It is your responsibility to work with your manager when you're done, to let them know you are done.

Andrea is going to talk about. Is going to talk about your tracker in the material still available for you.

So no there is. They don't have to.

They can be, as highly involved as they want to, or as little involved as they need to be.

let's see, Caroline. Let's see. will, principio update for courses I've already taken before the update was done to the program.

yes, it will. and you're going to it's going to take, Katie and Andrea and Tamara we're all working.

It's going to take us another month or so to get everything totally updated because of name changes in courses.

So, those will take a little bit of time, but yes, it is updating.

It's taken systems office a little bit of time to get, history uploaded.

but because we've done some name changes, we're also having to do a second update and that might take us another month to finish that.

But yes, you will get credit for everything you've done in the past.

And Chris, let's see, do you take the benchmark test as you complete an area?

No. You can take the benchmark, the the pre benchmark.

You should take it before you've done anything. And the post benchmark, you could wait until you've done everything and, and then take the benchmarks. So, or, and the other thing you could do.

The other nice thing about the benchmarks is you could take those, as many times as you like to just, see where you're at as well.

And then when you're totally done with the program, you could take each of the benchmarks

again. It's kind of your guide. There's no limit to how many times you could take the benchmarks.

So hopefully that that answers those questions.

Before I show you how to find the benchmarks after or to find the journey after the first time you've gone in here.

Any other questions about the layout?

Before I show you how to find your journey after the initial time you've gone in to look for it?

Do managers receive your benchmarks? No, they do not.

Okay.

All right, so once you've started taking everything, once you've, started taking your courses, once you've looked at your, at your journey.

If you go into your my learning. Once you're in there if you go in to your learning activity.

There is a button for journeys. Any journey that you are enrolled in. Now,

I'm in. I started taking, the campus wide one.

Any one that you have started that you have work progression in, it will show up here.

It's going to tell you the name of the journey you've, that you've started it.

When I click on it, it will take me right back into that journey.

And it's going to show me what parts of that journey I've made some progress in.

So here, because the only thing I've really done is, is parts of the benchmark.

It's shows me I've done 10% of the benchmark here.

I've done nothing in the ILTs at this point.

And. That's where I've made my progression so far.

So this will, this will give me an indication of what I've done and what I have left to do yet.

So that's my way of going in and finding out where my progress is in my actual journey that I'm working on.

So this one looks a little bit different because this one only has mandatory instructor led classes.

That's why this one looks a little bit different than the, than the self-paced program that you're in.

But you will, it will show everything that you've done so far.

With that, I'm going to stop here and ask if you have any questions in regards to the journey, how to find it,

how to look at things before I turn it over to Andrea, or if Katie,

if I've missed anything that you think I should have covered before we go on to the next piece.

Heather has a question about how, she joins the journey or if she needs special permission.

Oh, great question. Heather. Everybody who's in.

Once you're in the manager's, certification program, we actually upload you into the journey.

So we enroll you in the journey. You're, automatically.

So you don't have to do anything at this point. And if for some reason, when you go in and you look in, you're not in there, please let Andrea know

or the HR training registration box or probably copy both of them do Andrea and the HR training registration box and say,

hey, I don't see that under the H.R.

the human resources or I don't see it in my, I don't see that journey.

And we will look into it because there for some reason, they could have missed it.

Meaning that we're we're working with the systems office.

So if you don't see that journey, in the library for yourself, let us know.

Because we've been working with the, system office learning development people to get everybody uploaded,

and we've had some funny, works with some people.

I don't know why they're like, oh, this person isn't showing up. And it's like, well, they're active.

We don't understand. So, please let us know if you're not seeing it, we'll do some investigation.

Chris. So that's just our HR training inbox that that we have, and we can put that in the chat in, in a second here.

But we all see that. So it isn't just me. It isn't just Debbie.

It is it it's Katie. It's it's the entire team. So someone will get back to you just in case.

Thank you. Katie. Great questions everyone.

Thank you so much. We appreciate that. Yes.

So if there's no. I keep the questions coming. We definitely appreciate it.

Thank you, Debbie, for walking us through those principio changes. Again,

We did notice a couple of instances where someone's name had changed, and maybe we had an older email address or an email address that was.

There are different instances. So just to just to reiterate what Debbie had said.

If you're if you don't see the journey, please reach out to us and let us know.

And we'll make sure to get you added.

Now we're going to, now we're going to talk about the revised, learning pathway and updated document.

So I'm going to turn it over to Katie to walk us through those documents, where they are on our website and, the changes that we made.

Everybody. So, one thing I did want to add to what Debbie said is,

we did this whole switch with the transition to principio because we suddenly had

the ability to put everything in one place instead of having some things in canvas,

some things and skill soft, some things in zoom. Now everything is all together in Percipio.

It lives in the same place. And that was an attempt to streamline everything on your part, to help keep you organized.

And so you knew where everything was going to be at in this program.

And like Andrea said, we have some additional documentation here to help assist you with this transition.

So on our self-paced Manager Certification Pathways page, it is the website that looks like this.

And some I'm sure somebody will be able to stick that into the chat for you guys.

We have all of the program tools, and I'm going to go through all of these in order.

So I'm going to start out with the program guide. And this has been updated, with all of the changes in Percipio.

So this is what you would have received when you enrolled in the program.

But now this is the updated version with everything in principio.

Just to let you know, this table of contents is interactive.

So you can click the section and it will bring you to the page.

I will have to work on that page one. Because that did not work for me.

But just so you know, we have our program strategy program introduction.

That is all, relatively the same, but then the core curriculum and electives.

This is all updated with the new curriculum content.

With the course duration, the cost, and the course competencies that will be covered within that course.

So then we go into the elective curriculum. And again this is reflecting exactly what's in principio.

So this is what you will see in the principio journey.

This is just outlining it for you in the program guide.

And then we have the manager certification program discussions.

And you'll notice that only some of these are in percipio.

We don't do all of these program discussions every year.

We kind of have a cycle of how these are introduced.

So only some of these are in the journey. And if you're looking through this program guide and see a discussion that interests you,

just look and see if it's offered next year as a program discussion.

And then down here towards the bottom of the document,

we have outlined exactly how to access the learning journey in percipio that Debbie took you through.

So we we recognize that it's almost impossible to remember, what you learn in, in a zoom just watching somebody access the journey.

So it is all documented for you here in the, program guide.

So how to locate that journey and then also how to keep track of what you've started and what's complete, how to register for courses.

All of that is outlined for you here in the in the journey or in the program guide.

Additionally, here at the bottom, we list resources like the manager certification web page, for our H.R training registration inbox.

So that is all here for you in the guide as well.

So that is our program guide. And now I'm going to take you into the development plan.

And this nothing about the, development plan has changed.

This is all the exact same of what it was previous. But this is,

an optional supplementary document for you to review with your manager to help you have a goal for this program to help you generate.

How can I apply the things that I'm learning into real life, into my job?

So this document walks you through,

some suggested discussions that you can have with your manager and then also allows you to sign up for,

Or generate different goals and action plans.

So you can apply the things that you are learning. So nothing about this document has changed.

The next document has changed significantly.

So this is our tracker. And our last call, we had people ask, you know, I'm already 90% done with the the program.

Do I really need to start a new tracker? And the answer to that question is no.

If you are, if you are 90% done with the,

things in your tracker and you want to keep using your existing tracker, please feel free to do that.

But know that some of the the name changes and things just might look a little bit different.

But we we have all of those documented so we know what you have and have not done.

Again, this table of contents is interactive.

So you should be able to click and it will take you to the page. But here this is a document where you can type in,

the course that you took and the date you're planning to take it, and then the date you actually completed that course.

So this is just to help you stay organized. Again, all of this is also tracked in principio.

So this is just a physical document or an electronic document for you to have on hand as you are completing this program.

But if, you would rather just keep track of things in percipio, that is also an option.

Now the one aspect that we ask you to complete, so have everything in here with the planned date and the completion date.

We do have this submission page where once you have completed everything in the program,

we ask for you and your manager to sign off on this document saying that you've completed everything.

And then you submit that to our HR training registration.

And that is how we start the whole graduation process for you.

So I'm going to pause right there. Are there any questions about any of the documents that we have covered so far of the program guide?

The development plan or the tracker.

We'll only receive these when we're enrolled. Correct? Yes.

Yes. And it will, for anybody who enrolls starting in February.

That is our first available session for the self-paced program. You will get access to these documents.

We will email them directly to you.

But if you are currently in the program and you want access to those documents, they are already available to you on our web page.

Okay. Andrea I will pass it back to you. Okay.

Did you want me to walk through the capstone? Yes.

I'm sorry that one wasn't at the top of my page. So no worries, no worries.

No worries. so thank you, Katie.

so much for walking us through this changes. Katie. did a lot of really great behind the scenes work.

getting those documents ready and updating them, based off of the program changes.

So, I'm actually going to share my screen and show that last document.

And that is the exciting, new addition to the program.

And that would be our, our capstone, requirements.

So, if you have been enrolled in the past then you know, that we had a

a requirement in canvas. That require that canvas requirement came with essay completion debriefs.

That is all now not going to to happen.

Instead you will download the capstone project, from our website or we will send it to you.

And you can complete your capstone this way.

This is a again, we have we are working to align our manager certification program cohorts do a similar project.

And then you would just submit this along with your tracker.

So that you can get graduated.

We do offer a credibly badge for graduating, which many of you know about.

So I won't go too into that. Does anyone have any questions about this capstone project?

We give you a, if you look at the first page, the first page is a sample of what one might look like that you did, that you complete.

Second page kind of describes what each component is.

And the third page is a page where you can you can download this.

It is a, it does download in word.

So it is a word document.

So depending on your word processor that you like using, you should be able to complete this document and and get it to us.

Let us know if you need any support here. we are also available.

I will stop here. Is anyone have any questions before I dive into the changes and what to do

for those of you who are in different places in your completion journeys.

Okay. Well keep them coming. If you do have a question.

Please ask that in chat. I reach out to any of us individually and we can answer those.

All right, so, you will recall that I sent over this lovely email, and I just want to make sure that,

I walk through it again because I know it isn't a lot of information.

So I want to make sure that you all, feel supported here with this document.

And also, for those of you who are enrolled in the program.

So you know, what it is that or where it is that you stand as far as this is,

as far as the requirements, if you're somewhere in the middle of completion.

So if you'll notice on this document on the left, these are actually that's the old curriculum.

So it's pre 2025. So you'll see kind of focus here on the core curriculum.

And that's five choices. So the new Percipio course is now the path to exceptional activity.

Just so you know we're revamping that course. And we're streamlining it.

We're also kind of moving away from that particular offering.

So, the new the new course is now the path to exceptional for activity.

If you've taken five choices already, you do not have to take the path to exceptional productivity that won't be counted.

So, you know, for those of you who are somewhere in the middle, there's about 31 of you, by the way.

For those of you who are somewhere in the middle, and if you have any questions, please reach out.

It also helps for us because everyone is somewhere different in your journey.

The nature of this really wonderful, self-paced program where you are self-paced.

It's that everyone's in different in different places, and that's that's great.

But I will say that if you have any specific questions.

Andrea, I don't understand. I completed this,

How does it translate here to the new world?

Just reach out to me and we can. We can work together, on a 1 to 1 to one basis.

and thank you for your patience with that. You know, we've really tried our best to leverage our new Percipio learning management system,

and optimize it so that you are ultimately you all,

you get a more streamlined version of this program so you can really focus on those benchmark completion and achieving those benchmarks.

So again, on your left, you have the old stuff.

It's in skillsoft. The new the new stuff is on the right. I can I will resend this document.

It's also in your email if you are enrolled.

If you don't have this document or if you're not a current participant in, you might not need this document.

So but but let us if we can work on a case by case basis.

So if you look down at the manager toolkit in canvas, what you'll see that all that stuff we talked about this on how to find it in Percipio.

You on the right is where is where you'll complete, that via principio.

There is no longer a tool, a manager toolkit. Everything will be offered in percipio via a instructor led training or a video.

And once you watch a video, once you engage in complete that thing in Percipio

it'll automatically mark is completed, which is a really great thing, right?

You don't have to track that if you and again this the, the toolkit is no longer something that we're doing,

but what we're going to ask you to do is complete that capstone.

And hopefully during that capstone completion process,

you can bring in some of those things that you found helpful and you learned throughout your journey within the program.

Kind of moving forward. We also increased another change that I wanted to make sure that I that you all knew is we increased our skillsoft.

Ah, sorry. Our percipio, our number of elective courses.

So in skill soft it was three and now in principio is actually four.

So you will complete now four and that's just because we actually got rid of some of the core curriculum that you would complete.

And we combined it with more of a leadership trust class that we thought that we also aligned with our self-paced,

our, sorry, our cohort program. So hopefully that's clear.

If not, please reach out to us. Again, we discontinued that manager toolkit.

And there are exceptions being made. We also added that capstone requirement.

We're also asking that you complete at least to maintain engagement in the program and to utilize it as much as possible,

we'd like for you to at least complete one thing a month.

We understand that especially as you near completion, that becomes more and more difficult, right?

Because we don't offer those programs all the time. We understand that, you know, one will be removed from the program.

We'll work with you if we just want to make sure that that you also have the support that you need and that you are getting any,

attention that, that you need to as far as, what to complete, what our next steps, for getting you graduated from this program.

Okay. Oh, sorry about that. Uh.

Just watching. All right, so I don't know if anyone has any questions.

Again with the the participation policy.

It was it was a soft update. Just kind of asking you all to to continue your progress through the program.

We understand that life happens. We understand that roles shift, change happens.

So if you foresee, a hiatus from the program or perhaps you need to, unenrolled from the program, let us know we can do that.

And you can always enroll later. And you don't.

And I don't know if you all saw in the chat there was a question. Do I have to re-complete something that I've completed in the past?

The answer is no. Everything counts toward completion that you've completed in the past.

So if you've completed crucial conversations, during a time when you weren't enrolled in the program, we'll still count that as completion.

All right. Does anyone have any questions? About about this piece.

Okay. Well, one of the things that we are working on, a couple of things.

If it's not showing is complete in your percipio

learning journey, please let us know.

Right. Katie, what it would do you want the or is that something that's going to, to populate.

that's the thing that's going to take a month. So give us about a month.

And if things have not populated correctly in by the end of February, please,

please let us know, because that is something that we can help, take care of.

But like Debbie and Andrea both said, we are still in the process of making these updates.

And so some of the completions as far as name change or courses with a name change.

That is still going to take us a little bit of time to do.

Great. And I, I actually tried to log in,

and and I'm doing that now, I'm trying to log into the.

So you all should be able to you all should be able to access, you know, if you all know this, but you can look at what you've completed.

Our completion isn't, isn't only stored in percipio, wasn't only stored and skill soft,

it's actually stored in our in our human capital management system, otherwise known as HCM.

Some of you are very familiar. Some of you might might not have some familiarity.

But I'm just going to kind of show you how to look at your own training.

You don't see it in percipio yet. It's actually log in and you can look at the training that you've completed.

There's something here called your training summary that will actually show you all your entire training record throughout your time.

employed, at CU Anschutz. If you look, I have a couple training from 2008 that's from a work study I had in college.

So, just so you know, it goes back to it'll track all of your stuff.

So I just wanted to walk you through that and make sure you all knew that you can actually track your,

your training completion outside of our learning management system enough.

And oftentimes so many of you will say, hey, Andrea, where am I?

What have I completed? I will actually just pull your report that you also have access to from HCM.

So I just wanted to to let you all know that you have that availability to you.

Because I, I'm not sure if everyone is if everyone knows that that really nifty tool exists, that that availability exists.

I also, it's.

I think that I think that was all of what I wanted to share based off of our conversation,

especially from last time, made a lot of really great questions last time. For those of you who are in the middle of completion, you're not sure.

New versus old. Reach out to me so that we can work, because a lot of it is a case by case thing,

because everyone is in different places and they're in their self management journey.

So so please just reach out to me and we can work through that.

Does anyone have any other questions for us, and I'm going to. You want to.

Does anyone have any questions for for us? Just had a quick question.

When you're logging in to principio and you, go to the library and then you're under like, for instance,

CU Anschutz and then to Human Resources will the tab that says self-paced, management certification training not appear until you've enrolled?

I don't see a tab there at all. bBut when Debbie was on, I could see one there.

on her screen. So I'm just curious when that when that happens.

Or should I see it right now, regardless of whether I'm an old or not? so, Nikki, are you enrolled?

Are you in? Not. I'm not enrolled. For whatever reason, I've taken several of the courses, but for whatever reason,

I thought it was just self-paced, I guess, and so I never officially enrolled, so I don't see that actual tab there, I see.

Oh yeah.

So right now, what we've done is the folks who were added to the journey are the folks that were officially enrolled in the program.

To enroll in the program, we can actually we have opened up, enrollments.

And anything that you've completed in the past counts.

Right. So you might be halfway through the program. You're just not officially enrolled.

So, I will add that link. The signup link is for you to be enrolled.

And the reason why we do that, and then we can talk a little bit about this, but we do require, a manager know of your participation in the program.

Okay. I guess, yes, you did explain that earlier.

I guess I just was a little bit surprised that you couldn't even.

I thought maybe all the tabs would show up. Even if I wasn't enrolled, I could still look through it.

But I don't see the tab at all. So what you're saying is that I won't see the tab unless I'm enrolled.

Yeah. Nikki, the reason we have that set up that way right now, in the future, we might show, let it be seen.

But we don't want people just feeling that they can enroll themselves in a journey without being, selected by their manager.

So we don't let it.

We're not allowing them to be visible to anyone who isn't already enrolled in the program, which is why you won't see any of those as of right now.

Right. That makes sense. Okay. Thank you for coming. Yeah, absolutely.

But great question. Thank you for asking that. All right.

Anything else? Lanette, I saw you come off of mute.

Was there something you had questioned? You had? Well, I and maybe I wasn't.

I missed it. When Nikki was asking about the journeys tab.

I went from my learning. And then you have to click live learning.

Is that the correct? Because I'm sorry.

My learning and then learning activity.

And then that's where I saw the tab. Because I felt like when you went into it, Debbie, yours was right there.

But for me, I had to click a tile.

Yeah. So if you go into the library. Uh huh.

And you go in to CU Anschutz.

Go into human resources. You'll see the

You'll see the title for the self-paced program.

Yeah, I found it, but I went in kind of a different way. That's all it was.

Yeah. And then the other, the other way you can potentially find it is through my learning.

Learning activities and then journeys. And it will show the journey that if you are in the journey and if you because of the fact that many of

you will already have things that have already been started because you've completed some of the courses,

it will show up under learning activities, under journeys, because stuff has already started and you could find it that way as well.

But I have people start from the library just in case you can't find it under learning.

Actually, sometimes you need to trigger it to show up under learning activity by going into the library first.

It's kind of wonky sometimes. So. But yes, those are the two ways that the two best ways to find it.

Okay. Thank you. You're absolutely welcome. Is there anything else.

Okay, well, please reach out to us, any of us, if you if again, if you send messages to the HR training registration inbox.

We all see that. But if you all if you also have specific questions about the program.

Any questions about the changes.

But also, if you're somewhere in the middle of completion, reach out to me directly and I can support you on, where we go next.

Other than that, we're going to stick on the call if you have any additional questions that you want to just, ask the team.

But other than that, we are all done today. So thank you all so much for for joining us and for bringing your really great questions.