

## Manager Certification Programs Overview

### Video script

Welcome to the University's Learning and Development Manager Certification Programs.

We offer two distinct paths to success: a self-paced, customizable program and a cohort-based model.

Both programs aim to provide leads, supervisors, managers, and individuals aspiring to these roles with the foundational tools needed for success.

[HEADING - Read] The Self-Paced, Customizable Program

This program is designed to be flexible and personalized.

It includes a core curriculum and elective courses that can be taken in any order and at the individual's pace, subject to their manager's approval.

The program recognizes that leadership development extends beyond formal courses and is cultivated through on-the-job work experience, coaching and mentoring, and formal classroom and virtual training.

Participants will also have a development plan to identify skills and competency development, and course selection that aligns to their role and areas of growth.

On average, the program is estimated to take around seventeen months to complete. However, the duration may vary depending on an individual's availability.

[HEADING - Read] The Cohort-Based Model

The Cohort-based model offers an immersive in-person experience tailored for aspiring, new, and existing managers.

Participants acquire foundational skills and knowledge within a supportive cohort, fostering collaboration and real-time learning.

The curriculum revolves around four core competencies: Managing the Organization, Leading Self, Leading Others and Teams, and Leading Programs and Projects.

Over the eight-month program, participants engage in approximately twelve diverse courses, covering topics

such as Emotional Intelligence, Conflict Resolution, and Continuous Improvement during monthly on-campus sessions.

The cohort model cultivates a sense of community and camaraderie to support the overall learning environment.

[HEADING - Read] Similarities and Differences Between the Two Programs

Both programs aim to provide foundational tools for success to leads, supervisors, managers, and individuals aspiring to these roles.

They include Knowledge Check Evaluations to assess the increase in participants' knowledge of the targeted competencies and the influence of the program on their behavior.

Both programs require supervisor approval for participation.

The key differences lie in the duration, learning environment, course delivery, and program structure.

The self-paced program offers a more individualized learning experience with flexibility in course selection and pace, while the cohort-based model provides an immersive, collaborative learning environment with a fixed curriculum.

[HEADING - Read] Recognition

Graduates of either program are eligible to earn a C-U Anschutz Medical Campus program-specific Credly badge, a digital emblem of their achievements that can be proudly displayed on LinkedIn profiles and email signatures.

For more details or for questions on the Manager Certification Program, please contact the Learning and Development Team.