The Development Journey

Supporting Development for Everyone at U-M!
Integrated Talent Management - Bersin & Asso.
Development Journey

- Assess by level
- Identify areas of development
- Select resources
- Implement the plan
- Create development plan
- Periodically check in
- Recalibrate/reassess
Development Journey - detailed
Development Assessment - Qualtrics Survey – Step 1
Development Journey Pilot is Ready!

- **Video Overview** of Journey
- **Landing Page** (journey starts here)
- **Michigan Expectations Model**

Notes:

- Developed for the many, not just the few
- This journey focuses on skill building
- This journey puts guidance for development squarely in the hands of the individual
Development Journey - Formal Learning – Step 3

Create Value for the Diverse Communities We Serve

Domain: Mission

- Leaders demonstrate institutional responsibility by placing UM goals as primary. They speak openly and with conviction about the areas they value.
- They put those whom they serve (staff, faculty, learners, families, etc.) first, leading change to promote equity and inclusion.

Create Value in a Shared Vision

Lead Innovation and Change

Business Process Mapping

In order to successfully improve processes, you first need to understand them. Visually representing work processes with something called a “process map” can make it much easier to follow steps from.

Competing Values: Maximizing the Potential of Collaboration

The Competing Values Framework (CVF) is a highly respected and internationally validated tool that helps managers recognize and transfer to culture by learning to align, adapt, and act to make better decisions. This framework provides methods to help managers think about their next steps, balance the set of competing values that apply to your organization, and will determine right on orientation to increase participation for the right combinations of values.

Developing Exceptional Customer Service Skills

Come to understand the importance of customer service and its impact on your work department.

Make Time to be Strategic

Strategic thinking is the ability to think on a long and small scale, long and short-term, and to see the present and the general. While strategic thinking is an invaluable tool for any professional organization, it becomes extremely crucial when you serve high-level stakeholders. In fact, you may have a difficult time being promoted or succeeding on marital issues if you don’t. This course teaches managers and leaders how to use strategic thinking to guide the direction of their work departments and leverage the potential benefits of their positions. Your role will be expanded and your team will be more productive with this new understanding.
Development Journey - Experiential Learning Guide – Step 3

Experiential Learning Opportunities Outside Your Role

1. Invite a colleague with a different background from your own to lunch or for a walk.
2. Join a committee, task team, or group to collaborate with people with diverse backgrounds and areas of expertise (e.g., Voices of staff, U-M Council for Disability Concerns).
3. Mentor a junior colleague or intern to learn more about different cultures and social identities by attending on-campus lectures, talks, or performances (e.g., U-M Confucius Institute, We Listen Staff Series, School of Public Health Events, DEI Summit, U-M Faculty/Staff Mentorship Opportunities with Students: Michigan Medicine Staff Mentoring Program, see Happenings @ Michigan at events.umich.edu for ideas).
4. Develop a philosophical stance toward failure/failure.
5. Write down the last 5-10 times you lost your composure, analyze for common triggers, and develop and practice better responses to each trigger (e.g., R.A.M.P.E.
6. Develop professional networks and build connections by getting involved with professional groups within the greater University (UM Resource Group).
7. Volunteer to work on a strategic plan or process plan for an interdepartmental or cross-functional committee that is in transition.
8. Regularly request or propose hypothetical situations to encourage and foster diverse viewpoints and feedback.
9. Sit on a task force related to bias and discrimination.
10. Assemble a team of cross-functional colleagues across your unit or department to determine root causes of a talent-related problem (e.g., high turnover) and recommend steps to address it.

Development Opportunities Outside of UM

1. Host visitors from other countries/hosts an exchange student.
2. Volunteer with an organization that works with individuals different from yourself.
3. Take a meditation or mindfulness class.
4. Take on a leadership role within a nonprofit organization to practice goals setting, prioritization, procedures, and flexibility.
5. Plan an outdoor event and develop contingency plans for inclement weather.
6. Set a personal stretch goal (e.g., run a 5k race), develop a plan and ask a friend to hold you accountable.
7. Review the structure of a professional or community organization in which you hold a leadership role. Seek to resolve ambiguities and make predictions for future needs.
8. Organize and lead a panel discussion at a professional conference pertaining to a change initiative in which you are involved.
9. Take a leadership role in a national organization with state or regional chapters.

Self Directed Learning Resources

Books:

Videos:
- TED Talks about Identity

Professional Development Courses & Online Learning Opportunities
IDP – Individual Development Plan – Step 4
Where To Begin Your Development Journey & Helpful Links

The first step is to go to our website:
https://hr.umich.edu/development-journey-michigan-expectations-model
● Here you will find all of the resources, and steps to begin your journey

➢ Watch a Development Journey Video Overview
➢ Michigan Expectations Model Details
➢ Reach out with any questions to development-journey@umich.edu
More Coming Soon!

This summer you will start seeing communications with the full rollout of the Development Journey tools!

Lynda.com will be merging in to LinkedIn Learning!

- Find out more about LinkedIn Learning
  - Making it convenient to learn anytime anywhere
Thank you for your time!