The Leadership Development Program provides an opportunity for a select group of individuals to enhance their careers in the School of Medicine, and for the School to expand the pool of well-qualified candidates ready for advancement.

**Program Highlights**

Over a twelve-month period, participants will gain exposure to leadership skills and knowledge important to developing a career as a SOM leader. Participants will:

- Attend structured classroom discussions led by key decision-makers on areas of knowledge essential to managing in the SOM, including Finance, Internal Controls, Clinical Operations, Research Administration, Information Technology and Human Resources.
- Participate in seminars with campus and SOM senior leadership focused on understanding the organizational structure of the School, the relationship of the School with other University organizations and outside institutions, and the challenges faced by School of Medicine managers.
- Interact with SOM leaders in panel discussions focused on topics such as their own career paths and the MSO-Department Chair relationship.
- Use communication skill assessment tools to help expand effectiveness and impact.
- Network with SOM department managers and other leaders who have volunteered to make themselves available for one-on-one conversations.

**Expected Benefits for Participants**

This program is designed to help SOM employees become better prepared to expand their leadership roles by providing:

- Career enhancement opportunities.
- Insight into the responsibilities of SOM leaders and the issues facing them.
- An understanding of the skills needed to increase management effectiveness.
- Invaluable opportunities to interact and network with senior leadership, faculty, managers and peers in the SOM.
Who Should Apply

Current SOM career employees in MSP and Professional and Support Staff (PSS) classifications at the level of P3 or above are invited to apply. Applicants must have worked for the University for at least two years and been in their current appointment at least one year by the start of the first session (or by September). Applicants must have current supervisory or project management responsibilities. Applicants must be able to commit an average of 5 hours per month during regularly scheduled work hours, with the understanding that attendance at all program events is mandatory. Individuals interested in applying for the program should discuss these commitments with their supervisors.

Selection Process

Participants will be selected by committee after a review of their applications and letters of support. Selection will be based on factors including recognized leadership potential, demonstrated initiative and excellent performance.

How to Apply

Employees interested in furthering their own leadership development are encouraged to bring this program to the attention of their supervisors. Both employees and their supervisors must complete the program application. The program description and the application are posted on the SOM website at: http://leadershipdevelopment.ucsf.edu/

- Nominations will be received until 5:00pm on Friday, July 27, 2018.
- The committee will accept no more than two letters of support.
- The application must be accompanied by a resume.

Notifications of acceptance will be sent out in August 2018. If you have questions regarding the application process, please contact leadershipdevelopment@ucsf.edu. Thank you for your interest in the Leadership Development Program.