

## SELECTION

### Assesseees

The program is best suited for high-potential individuals who learn through a variety of experiences, including case studies, discussion and reflection, small group activities and extensive feedback. Applicants must have one or more years of service at UC (past probation, career status) as of application deadline. Supervisor support is essential to the success of MSAP. Highest priority will be given to individuals with:

- ❖ One to five years of experience supervising or managing people or projects
- ❖ One to five years in current job

### Assessors

Assessors have found the MSAP experience to be valuable, personally and professionally, in addition to providing support to junior managers. Modeling objective behavioral feedback is an important part of this experience. Assessors are expected to be senior managers who meet most of the following criteria:

- ❖ Coaching experience
- ❖ Employee development experience
- ❖ Experience leading or working with groups

## APPLICATION PROCESS

Applications can be downloaded from the MSAP web site:  
<http://msap.ucdavis.edu>

For more information, contact your local UC site MSAP coordinator. Local site contact information is available on the MSAP web site.

A selection committee at your UC site reviews applications and selects assesseees, assessors and alternates for the program.

## PROGRAM COST

The cost of the program is shared between the UC Office of the President and the assessee's department. The cost to each assessee's department is an \$850 registration fee, plus transportation. There is no registration fee for assessors.

## WHAT UC ADMINISTRATORS SAY ABOUT MSAP:

"One of the few truly developmental mentoring programs available, providing insights and experience with a profound impact on participants."

"The assessment progress, identification of core competencies and activities to enhance management skills are key to the success of both our managers and those they influence."

"MSAP provides a unique vehicle for participants to experience and gain understanding of UC-specific management competencies and to strengthen their sense of being a part of the University of California."

## FROM PAST PARTICIPANTS:

"Today I supervise ten professional staff and six undergraduates. I can confidently say that without MSAP I would not be in this position."

"MSAP was one of the most powerful professional development programs I have ever participated in."

"Upon returning from MSAP, I felt a self-confidence and personal power which I had never felt before."

<http://msap.ucdavis.edu>

## MSAP—AN INVESTMENT IN MANAGEMENT TALENT

# MSAP

Management Skills Assessment Program

**APRIL 27-MAY 1, 2009**

**ASILOMAR CONFERENCE CENTER  
PACIFIC GROVE, CALIFORNIA**

**SPONSORED BY:  
OFFICE OF THE PRESIDENT  
UNIVERSITY OF CALIFORNIA**

# MSAP

Management Skills Assessment Program

## MSAP—AN INVESTMENT IN MANAGEMENT TALENT

The University of California Management Skills Assessment Program (MSAP) is a unique residential program designed to assess current skills in the context of complexities facing UC managers. MSAP offers participants insights into their managerial competencies and potential by providing feedback on critical skills for successful management at UC.

Throughout the program participants will experience several simulated management scenario exercises, give and receive objective behavioral feedback, discuss their own strengths and areas for growth, and begin a plan for enhancing management skills in their careers at UC.

## PROGRAM HIGHLIGHTS

At MSAP, UC managers observe assessees in UC-related exercises and give feedback on management skill dimensions. MSAP highlights include:

- ❖ Residential program at Asilomar
- ❖ 54 participants from northern California campuses, labs, medical centers and Office of the President
- ❖ Aligned with the University of California New Business Architecture
- ❖ Simulated UC management scenarios
- ❖ Objective behavioral feedback training
- ❖ Assessment of management skill dimensions by UC managers and peers
- ❖ Career development follow-up opportunities

## CORE COMPETENCIES & SKILL DIMENSIONS ASSESSED

The following skill dimensions are assessed through a variety of simulated management scenarios including case studies and small group activities.

### ANALYSIS AND CRITICAL THINKING

- ❖ Problem Solving
- ❖ Quantitative Analysis
- ❖ Decision Making
- ❖ Planning and Organizing

### COMMUNICATION

- ❖ Oral Communication
- ❖ Written Communication
- ❖ Active Listening
- ❖ Giving Feedback

### INTERPERSONAL EFFECTIVENESS

- ❖ Conflict Management
- ❖ Delegation
- ❖ Diversity Awareness

### ORGANIZATIONAL AWARENESS

- ❖ Political Acumen
- ❖ Customer Service

### GROUP LEADERSHIP

- ❖ Group Facilitation

## BENEFITS

### Benefits to Assesseees

- ❖ Enhance awareness of management competencies and skills
- ❖ Participate in an experiential UC program
- ❖ Practice giving and receiving objective behavioral feedback
- ❖ Collaborate with systemwide colleagues
- ❖ Participate in pre- and post-program sessions
- ❖ Work on an individual plan for career development

### Benefits to Assessors

- ❖ Enhance performance management coaching skills
- ❖ Use a newly-revised objective behavioral feedback model
- ❖ Work with high-potential employees who are eager for feedback
- ❖ Network with a community of UC systemwide managers

### Benefits to Sponsoring Supervisors

- ❖ Retain and motivate highly talented staff
- ❖ Strengthen management competencies and skills of staff
- ❖ Explore the MSAP objective behavioral feedback model, an essential tool for performance management
- ❖ Demonstrate that career development is “the right thing to do”

### Benefits to Your Organization

- ❖ Develop a pool of staff with strong potential for management
- ❖ Increase employee retention rates
- ❖ Develop UC managers of the future
- ❖ Increase sense of belonging and commitment to UC

## TIMELINE

### JANUARY—FEBRUARY 2009

Application materials available

### FEBRUARY—MARCH 2009

Participant selection

### MARCH—APRIL 2009

MSAP orientation (at your site)

### APRIL 27—MAY 1, 2009

MSAP at Asilomar

### MAY—JUNE 2009

MSAP follow-up activities (at your site)

<http://msap.ucdavis.edu>