



## Succession Leadership

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Systemwide Training and Organizational Effectiveness

ABOG, April 2007

## Components

- Organizational Knowledge
  - What do you know?
- Job Challenge
  - What have you done?
- Competencies
  - What are you capable of?
- Executive Derailers
  - What can derail your path upward?

## UC Senior Leadership Institute

- Receive organizational knowledge
  - Budget, Compliance, Risk
- Discuss job challenges
  - Issues brought forward for insight & feedback
- Apply competencies
  - Practical application, apply combined knowledge
- Identify potential executive derailers
  - Myers-Briggs, 360 – completed prior to arrival

## Learning Management System

- Location resource with Systemwide compatibility
- Repository to:
  - Identify/assess employee competencies
  - Develop performance plan
  - Track progress

## The Vision

- Identify leadership competencies
  - Interview current leaders
  - Results used as a baseline
- Integrate competencies in Systemwide leadership/management development
  - Create leadership institute/program to reinforce and support cultural integration