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MSAP

Management Skills Assessment Program

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.

Related Documents

MSAP 2009 FAQ's
MSAP 2009 Assessee Application
MSAP 2009 Assessor Application

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 & 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 Assessees
- Enhance awareness of management competencies and skills
- Participate in an experiential UC program
- Practice giving and receiving objective behavioral feedback
- Collaborate with system-wide colleagues
- Participate in pre-and post-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 system-wide 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
- 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

Selection

Assessees

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 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:

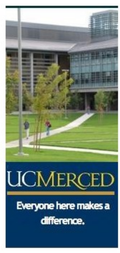
- Coaching experience
- Employee development experience
- Experience leading or working with groups

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.

Timeline

- Application Deadline: Friday, March 6, 2009 – 12 noon
- Application Selection Deadline/Participate Notification: Wednesday, March 18, 2009
- MSAP Orientation Training: Monday, April 13, 2009
- MSAP will be April 27 - May 1 in Asilomar Conference Grounds, Pacific Grove, CA

Related Links

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