

# UC IT LEADERSHIP ACADEMY

FOCUS ON EFFICIENCY

*Negotiation and conflict resolution, setting strategic priorities, time management, and culture change. These are among the real-world skills and concepts that UC IT staff learn during six intensive days of training within the UC IT Leadership Academy at the UC Berkeley Haas School of Business.*

The UC IT Leadership Academy was launched in 2015 by UC Chief Information Officer Tom Andriola in partnership with the UC IT Leadership Council and the UC Berkeley Haas School of Business. The program prepares emerging IT leaders from across the UC system to become stronger and more effective leaders and agents of change. These professionals receive the best content in strategic leadership, innovation and change management; they interact with peers from across the university and build relationships for future collaboration. They are prepared to guide staff through change, challenge and opportunities.

The program is held annually and consists of two, three-day sessions several months apart. Participants are nominated by their campus chief information officers. Eligible candidates demonstrate a strong performance and leadership record, are committed to supporting collaboration across locations, and have the ambition and potential to grow into senior leadership roles.

## QUANTIFICATION AND RESULTS

Since its inception in 2015, the IT Leadership Academy has had a positive influence on career trajectories for many of its graduates.

Participants in the program have high praise for the opportunity itself, the quality of the faculty and the usefulness of the sessions.

## OPPORTUNITIES AND SOLUTIONS

California's high cost of living and competitive IT market make it a challenge for universities to recruit IT professionals, particularly those who are mid-career or in more senior roles. The UC is fortunate to have a large pool of talented employees, including early-career IT professionals, that it can develop. This program invests in high-potential IT talent and provides them the leadership skills that will help them both advance their careers and better support the UC's future initiatives.

## MILESTONES

- 2015** • UC IT Leadership Academy launches.
- Dec 2015 and Mar 2016** • The inaugural cohort, 30 emerging leaders in IT across the UC system, completes the first academy.
- Dec 2016 and Mar 2017** • The second cohort of 34 IT rising stars participates in the academy.
- Dec 2017 and Mar 2018** • The third cohort of 33 IT rising stars participates in the academy.

## IMPACT AND BENEFITS

Participants in the program:

- Receive the best content in strategic leadership, innovation and change management
- Interact with peers from across the system and build the relationships necessary for collaboration
- Are prepared to help guide the UC through the challenges and opportunities ahead

## QUALITY AND DELIVERY

- The curriculum covers strategic leadership, collaboration and innovation across the enterprise, focusing on the competencies IT leaders most need to engage UC organizations in change.
- The program consists of two, three-day sessions. The first takes place each fall, and the second session occurs in spring.
- Candidates are nominated by their chief information officers.

## LESSONS LEARNED

1

The knowledge and networks that will come from this program can transform the role of IT across the university.

2

Investing in staff is one of the most rewarding activities an organization can undertake.

## FURTHER REFERENCES



Video: <https://www.youtube.com/watch?v=atJgRufSUH4>:

The screenshot shows the UC Information Technology Services website. The page title is "UC IT Leadership Academy". The content includes a description of the program, its goals, and a list of resources. The resources listed are: "Developing UC's IT Leaders (YouTube)", "A Quality of Path-Broadband Leaders (YouTube)", "Communication Tips for Leaders (YouTube)", and "Time for Time Management (YouTube)". The page also includes a "UC IT COMMUNITY" section with links to "Senior Award Program", "Senior Awards Conference", and "UC Continuing Services Conference".

Website: <https://www.ucop.edu/information-technology-services/initiatives/itlc/uc-it-leadership-academy.html>:

## TEAM MEMBERS

**UC IT Leadership Council**  
(all campus and UC Health chief information officers)

**UC Berkeley Haas School of Business faculty**

**Tom Andriola**  
UC system chief information officer

**Andrew Isaacs**  
executive director, Management of Technology program, UC Berkeley Haas School of Business