

UMB SPARK! Supervisor Academy

Introducing UMB SPARK!

The **S**upervisor's **P**latform to **A**dvance and **R**eignite **K**nowledge for Greater Performance

UMB SPARK! Supervisor Academy is a new supervisor learning initiative designed to improve the supervisory skills for current UMB supervisors who lead people.

Program Overview

Program Goals:

- Advance supervisory knowledge, skills, and performance
- Address the growing and changing needs of a diverse workforce
- Enable supervisors to be more effective leaders in their supervisory role
- Provide an ongoing opportunity for supervisors to network and collaborate

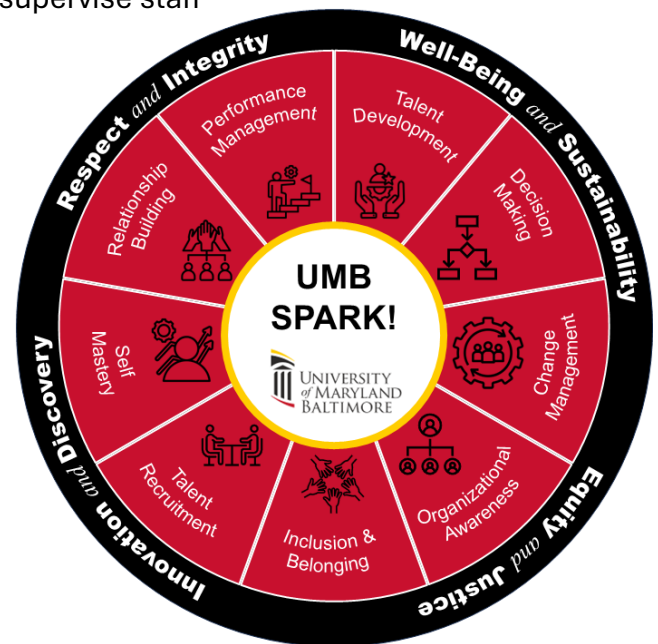
Intended Audience:

Front line supervisors, Mid-level supervisors, Faculty who supervise staff

Program Content:

UMB has identified nine core competency areas for supervisors. These core competencies, and the connected learning focus areas, are the foundation of the content of SPARK!

- Self-Mastery
- Relationship Building and Management
- Performance Management
- Talent Development
- Decision Making
- Change Management
- Organizational Awareness
- Inclusion and Belonging
- Talent Recruitment and Management



Registration:

Open enrollment for UMB supervisors to register for SPARK! Supervisor Academy will open Monday, October 28, 2024 in Percipio.

There are four cohort options for the Spring 2025 SPARK! term:

- Cohort 1: Tuesday AM Sessions; Kick-Off Session February 11, 2025
- Cohort 2: Tuesday PM Sessions: Kick-Off Session February 11, 2025
- Cohort 3: Thursday AM Sessions: Kick-Off Session February 27, 2025
- Cohort 4: Thursday PM Sessions: Kick-Off Session February 27, 2025

NOTE: Registration for the Fall 2025 SPARK! term will open May 2025.



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Program Format

The SPARK! Supervisor Academy provides approximately 30 hours of targeted instruction via in-person learning sessions, virtual instructor-led classes, self-paced eLearning modules, and an ongoing UMB Supervisor Community of Practice that is open to all UMB supervisors.

Setting Up for Excellence

UMB SPARK! kicks-off with a **3.5 hour in-person instructor-led orientation session**. This session focuses on the roles and responsibilities of a supervisor, self-mastery, and relationship building skills.



Excellence in Motion

The program continues with **eight instructor-led sessions**. These three-hour sessions take place every three to four weeks. Three of the sessions are in-person; five sessions are virtual.



eLearning for Excellence

SPARK! includes **two self-paced online learning journeys** in Percipio:

- Fueling the SPARK: Inspiring and Navigating Change
- Igniting Excellence: Sparking Solutions and Mastering Decision Making



Leading with Excellence

All UMB supervisors are invited to participate in the ongoing UMB supervisor **Community of Practice**.

- **SPARK Q Meetings** are quarterly meetings where UMB supervisors can gather to learn valuable strategies, share challenges, and engage in supportive dialogue to advance their leadership effort.
- Through the **SPARK! Leaders Network**, additional learning opportunities and webinars, e-learning courses and tools, and books and website recommendations will be shared for continued learning.

