



VALUES

Integrity

Inclusive Engagement

Connection and
Community

COMPETENCIES

Self-Awareness

Examining one's own beliefs, values, emotions, and cultural context and their influence on one's ability to provide leadership to the group

Inviting others to examine and share their beliefs, values, emotions, and cultural context as they relate to the work of the group

Helping group members connect their shared beliefs, values, emotions, and cultural context to the larger community affected by the work of the group

Interpersonal
Communication

Sharing all relevant information openly with the group

Drawing out and encouraging the open sharing of all group members' perspectives

Communicating group information openly with the larger community and eliciting honest feedback

Supporting
Learning and
Development
of Others

Engaging in continuous learning and being a model for the group

Providing learning opportunities for group members and encouraging them to participate

Helping group members develop skills to engage the community, expand their networks, and represent the group

Honoring
Context and
Culture

Developing one's own understanding of the group's culture(s) and acknowledging the impact of negative stereotypes

Helping group members recognize cultural values and remove cultural barriers and assumptions

Promoting trust and good will within the cultural context of each community involved

Decision-
Making

Creating transparent decision-making processes and demonstrating personal accountability for decisions

Facilitating participants to reach consensus as they make decisions

Considering impact on and trust of other communities in reaching and communicating decisions

Fostering
Bridge-Building
and
Collaboration

Listening attentively to differing ideas and considering them thoughtfully and fairly

Building shared ownership and trust among group members with diverse backgrounds and viewpoints

Developing coalitions and consensus with a diverse set of community partners

Moving Ideas
into Action

Communicating a compelling vision for change while managing risk and recognizing the impact of change on others

Energizing the group around a shared vision of change and helping them face and overcome fears

Partnering with community stakeholders to identify and implement positive change

Fully Prepared to Lead

Fully Prepared to Lead (FP2L) is a comprehensive, competency-based leadership development program designed to help you practice the knowledge, skills and tools for successful leadership sponsored by Learning and Talent Development (LTD) in the Office of Human Resources (OHR).

FP2L is offered to all UW-Madison employees, regardless of formal position or authority. It is flexible, so you can take classes as electives or choose to pursue a leadership certificate. *FP2L* is **offered free of charge** for UW-Madison employees.

FP2L supports competencies from **the Leadership @ UW Framework**. The Leadership @ UW framework can be found on the back of this flyer. More information about the framework and the UW Madison Campus vision of leadership can be found at <http://www.leadership.wisc.edu>.

The *Fully Prepared to Lead* program, along with all classes from our office, support a healthy, inclusive, and engaging work environment. LTD defines that as **a work environment where employees are supported, valued and respected, feel connected to their work, and able to fully contribute to the mission of the University.**

The classes and competencies of the *FP2L* series are listed below.

Self-Awareness <ul style="list-style-type: none">• Personal Brand and Leadership Awareness• Your Interpersonal Style• Personal Professional Development Planning	Decision Making <ul style="list-style-type: none">• Understanding and Influencing Team Dynamics for Peak Performance• Time and Self-Management
Interpersonal Communication <ul style="list-style-type: none">• Effective Emails – Fundamentals in Business Writing• Presentation Skills• Face-to-Face Communication	Fostering Bridge-Building and Collaboration <ul style="list-style-type: none">• Running Effective Meetings• Influencing Teams from Within
Supporting Learning and Development of Others <ul style="list-style-type: none">• Coaching and Developing Others• Giving and Receiving Constructive Feedback	Moving Ideas into Action <ul style="list-style-type: none">• Project Management for Leaders• Understanding and Leading Change• Personal Resiliency and Accountability
Honoring Context and Culture <ul style="list-style-type: none">• Understanding Organizational Politics• Modes of Conflict Management• Navigating Difficult Conversations	

For more information, visit <https://talent.wisc.edu>, then click *Fully Prepared to Lead*.

Or, contact:

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