



uGrow

TEAM PROGRAM

The uGrow Team Program encourages University employees who self-identify as members of designated groups to “Step Up” and enhance their skills and aspirations to pursue and assume leadership positions.



SEARCH for the team’s interests:

- work to identify the individual team members’ interests and skills (e.g., Basadur Innovation Assessment)
- combine the information to understand the team’s strengths/weaknesses as a whole
- conduct online research in the field of interest (delegate tasks as needed)
- establish goals
- network/communicate with others in the field



TRAINING required to reach the team’s leadership goals:

- know the current credentials of the team
- become aware of the trainings that can grow the team’s skill-set (e.g. Human Resources and CTL)
- identify trainings that the team needs to reach future goals
- discover the resources available to the team (e.g. funding opportunities)



EMPOWER the team for leadership success:

- find other inspiring teams in similar fields to speak upon their experience
- establish clear leadership goals as a team
- ensure mental and physical health are supported within the team (e.g. ensuring a professional and safe environment to share concerns)
- support ongoing education



PROGRESS evaluation:

- create checkpoints as a team and delegate them when necessary
- establish written goals to allow the team to refer to them (e.g. shared folder)
- allow for flexibility
- support optimism by keeping an open mind to all ideas
- celebrate progress while accurately assessing setbacks (e.g. round tables when needed)



Step Up TO LEADERSHIP

Goalsetting for Teams

Our preferred future leadership role is:



Passions and skills that will help us achieve this leadership goal:



Training(s) we would need as a team to assume the leadership role:



Empowering us, as a team, for ongoing motivation will include:



As a team, we will assess our leadership progress by:

Our deadline for this leadership goal is: