

Professional Development

By Jimena Ugaz

CIRES Talent Acquisition and Training Manager



Areas for Professional Development

Technical Skills & Knowledge

Research

Proposal Writing

Presentation and Communication

Mentoring and Supervision

Leadership and Management

Networking

Talent

Talent Management Institute:

Individuals with high potential and strategic impact

A person with high-level technical skills and the potential to lead a team

Chartered Institute of Personnel and Development

Anyone who can make a difference now or later

McKinsey

Scarce, differentiating resource

Objectives for Today's Workshop

To help you leverage your strengths to design a meaningful career plan with the support of your supervisor.

To help you identify professional development opportunities embedded in your current job and relationships.

To identify free, valuable resources offered through CU Boulder, learning platforms, and credentialing bodies.

Additional Objectives for Mentors, Supervisors, and Science Advisors

To guide your employees in identifying professional interests, strengths, and areas for development.

To challenge you to align your employees' interests and skills with your team's needs.

To make you aware of resources that will be helpful to their professional development.

Activity #1: Professional Development Goal

- 1/ Identify a professional development goal.
- 2/ How will achieving this goal improve your performance or help your team?
- 3/ What are the strengths that you can leverage to achieve that goal?
- 4/ What are potential obstacles?
- 5/ How will you conquer obstacles and move forward towards completion?

CIRES ASA and Career Track & Promotion

[Annual Summary of accomplishments](#) ([slides](#))

List of job duties

Narrative

Goals

[Career track and promotion](#) ([slides](#))

Higher technical skill

Leadership & Management

Contributions to the profession

Activity #2: Professional Development Through Stretch Assignments

- 1/ Identify a challenging project which resulted in new skills.
- 2/ What were the technical requirements?
- 3/ Who was involved?
- 4/ What was new or difficult for you that made it a stretch assignment?
- 5/ What did you learn?

On-the-Job Professional Development

- Analyzing a data set
- Building a financial proposal
- Supporting a hiring team
- Preparing a report
- Improving a weather model
- Meeting with a mentee or supervisee
- Participating in team meetings
- Failing at a project and starting over

Development Through Professional Relationships

Interactions with supervisees, supervisors, science advisors, mentors and mentees

Everyday collaboration with team members

Working with other CIRES administrators and researchers across units

Collaboration with colleagues across CU, other academic institutions or agencies

Projects involving members of your extended professional networks

Group publications and proposals

Working with technical collaborators during field work campaigns

Professional Development in the Classroom

- [CU college courses](#) (12 credit hours free of charge annually)
- [CU Boulder's HR Learning & Development program](#)

Trainings address leadership, career & organizational development

You may identify and request a group training for your team

[CU on Coursera](#)

[Coursera Partner Consortium](#)

[LinkedIn Learning](#) (microlearning)

Career Academy through CU Boulder

Gain job-relevant skills from industry leaders

[Career Academy Boulder](#) gives you access to free career training and certification programs from leading companies including Google, Meta, IBM, ADP, HCI and more. Learning programs are free of charge.

Eligibility

Current CU Boulder students, staff and faculty are eligible to access Career Academy programs. No background knowledge or experience is required.

Some Free Certification Programs Through Career Academy

Explore your interests today!

Data Manager

Project Manager

Python Developer

Full Stack Developer

Graphic Designer

IT Project Manager

Business Analyst

Data Analyst

HR Specialist

DevOps Engineer

Take-Home Notes About Professional Development

Professional development is each employee's own responsibility.

Schedule your professional development.

Your professional development should improve your marketability in the profession, satisfy your curiosity and, ideally, both.

Aim to grow in an area well aligned with your strengths and team's needs.

Additional Notes for Supervisors and Mentors

Employees value supervision, coaching, and mentoring.

Give each of your employees agency and be prepared to support them.

You cannot want their advancement more than they do.

Your goal is to identify their interests and strengths and align them with the needs of your team.

Feedback for the Trainer's Professional Development

Whether you attended the training synchronously or you are watching the recording, CIRES HR appreciates your feedback.

This is a 3-minute survey!

(You may need to copy the link into a new window)

https://cuboulder.qualtrics.com/jfe/form/SV_0vyoWjD3sxK6Dki