

UT SOUTHWESTERN
PROFESSIONAL DEVELOPMENT
PROGRAM

REALIZE
YOUR FULL
POTENTIAL



UT Southwestern Medical Center
Office of Organizational Development & Training
6303 Forest Park
Dallas, TX 75390-9219

WHO CAN BENEFIT

Anyone who wants to become more effective, whether in your current role or you desire to take on new responsibilities, can benefit from participation. While some classes are linked to specific career tracks, others are open across the board to employees desiring to become more successful in their daily lives. Every UT Southwestern employee, from administrative personnel to faculty, can potentially gain from the programs available to them.

Employees can:

Gain Insight & Effectiveness – When people know themselves and understand how others operate, they become more effective, both in their jobs and in life.

Take the Next Step – We help people realize their goals, become better at what they do, or even make a career change.

Get Connected – Participants meet others from across the organization, share experiences, get ideas and network.

Recover Excitement – As participants implement their training and become more successful on the job, they can experience a renewed sense of growth, enthusiasm, motivation and inspiration.



The Professional Development Program provides UT Southwestern employees with growth and development programs to help each person attain his or her highest level of excellence. To this end, we also offer assessments, targeted training, one-on-one coaching and consulting.



WHAT WE OFFER

STAFF TRAINING*

- New employee orientation
- Customer service skills
- Presentation skills
- Computer skills
- Diversity
- Compliance
- Interpersonal skills

LEADERSHIP DEVELOPMENT

- A formal training curriculum that includes development activities, assessments and coaching
- New leader orientation
- Basic supervision
- HR management
- Leadership styles (DiSC)
- Change and conflict management
- Diversity
- Teamwork
- Cross-generational management
- Performance management
- Process improvement
- Creating a service culture
- Increasing personal effectiveness
- Coaching for breakthrough performance
- Master's in Management degree (with UT Dallas)

FACULTY LEADERSHIP

- Special classes to develop the leadership abilities of clinical faculty members in management roles
- Physician Leadership Development Program
- Coaching and mentoring

CAREER DEVELOPMENT

- A new program to assist employees in identifying and pursuing career goals beyond their current roles
- Vocational interest testing
- Interviewing and resume writing
- Individual career planning and counseling

OTHER SERVICES

- Online training
- Employee engagement / satisfaction surveys
- Departmental planning
- Teambuilding retreats
- Internships
- Outplacement assistance
- Developmental assessments

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A CULTURE OF LIFELONG LEARNING

UT Southwestern is an institution devoted to learning and is committed to creating a path for continuous development for its employees. As one of the world's premier academic medical centers, UT Southwestern understands the importance of ongoing education and training. Exposure to new ideas invigorates the mind, stimulates change and prevents stagnation. We invite you to be part of UT Southwestern's culture of learning and maximize your individual potential.

OUR INVESTMENT IN YOU

All training is free, or in the case of some proprietary curriculums, offered at significantly reduced rates. With the formation of the Professional Development Program, UT Southwestern is making a significant investment in the professional growth of its employees. We believe that your growth is our future strength.

Contact Organizational Development & Training at:
214-645-6790 or www.utsouthwestern.edu/odt

*Excludes specific clinical skills training and in-services