UCI

Bright Past.
Brilliant Future.

OIT Cultural Values: Learn & Grow

Jan 29, 2021

8 OIT Core Values

- Collaboration
- Customer Centricity
- Inclusiveness
- **Learn and Grow**
- Quality
- Respect
- Transparency
- Trust

Why should we commit to learning and growing?

- Learning is essential to our existence
- Ensures we remain relevant to our industry
- Prepares us to adapt to unexpected changes
- Helps us use and enhance critical thinking skills
- Gives us a feeling of accomplishment
- Growth mindset vs. Fixed mindset
- Puts us on an ever rising escalator of learning, that is a growth mindset.

Structured Learning

- Analyze and develop training goals
- Plan training program that meets goals
- Mix training methods to enhance outcomes
  - Lectures/Classroom
  - Discussions
  - Seminars
  - Conferences
- Lab and Development environments
- Projects

Structured:

- Goal oriented
- Instructor led
- Mentoring
- Tutorials
- Seminars
- Webinars
- Videos
- Planned
- Track development

UCI Structured Learning Opportunities

- Vendor-Provided Training
  - Cisco, AWS, and Microsoft
- **HR: UC People Management Series & Conference**
  - New Leadership Course for managers and supervisors 1st Cohort began Thurs. 1/14 (10 week course)
- Division of Continuing ED Department
- Udemy
- OIT Mentorship Program
- **Paul Merage School of Business, Executive Education Program**

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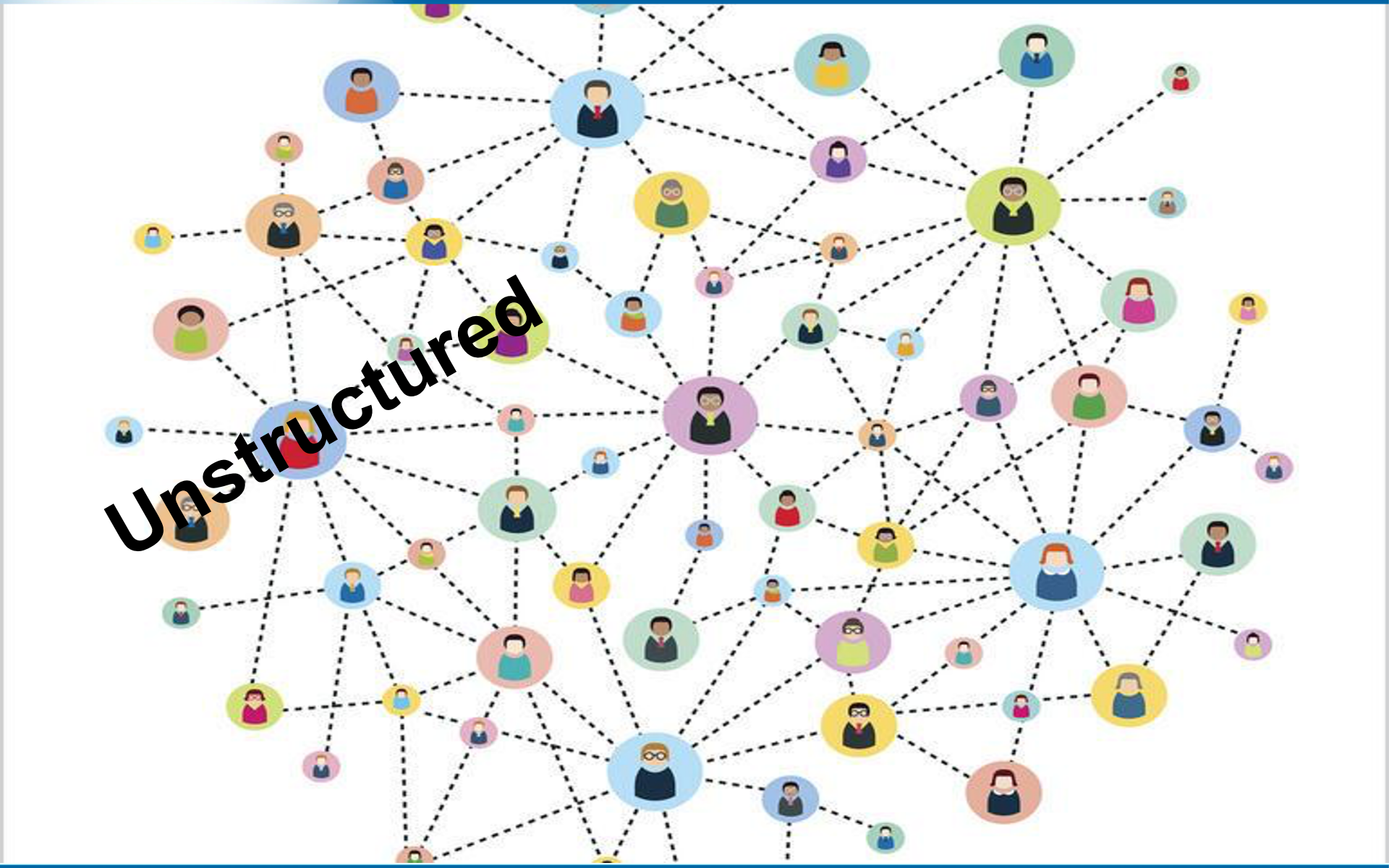
Unstructured

Unstructured Learning

Learn from your mistakes

- Learning while doing
- Know where you want to go
- Utilize our other core values of Transparency and Inclusiveness amongst team members
- Zoom and MS Teams has helped in the virtual over the shoulder sharing
- Onboarded 4 new employees since March 2020

Unstructured:

- during work
- anytime
- self-determined
- on-demand
- challenging projects
- difficult tasks
- use team members to help share knowledge

Aspire to be a Lifelong Learner

Digital Learning

Design Thinking Learning Experience

Everyone, all the time, Everywhere

LMS invisible Data Driven, Mobile

Learning in the flow of work

Learning and Growing is a combination of structured and unstructured opportunities

Challenges and Opportunities to grow

- **SRF to ServiceNow Implementation**
  - Trial and Error in Dev Environment
  - Scheduled Training Courses
  - Informal testing
  - Improve Issues Tracking
  - Improved Coordination and feedback

- **Gap Analysis and Training Plans**
  - Develop individually
  - Combine team members
  - Update Annually
  - Review during Achieve Check Ins

- **Team of Teams Coordination**
  - Identify Dates and Deliverables
  - Scale Risk
  - Take Responsibility
  - Make team decisions

OIT Resources

- **HR People management series & conference** http://training.uci.edu/staff/leadership/uc_people_management/index.html
- **Division of Continuing Education** https://ce.uci.edu/
- **Online Training Udemy** https://uci.udemy.com/
- **Paul Merage Executive Education** https://merage.uci.edu/programs/executive-education/custom-programs.html
- **UCLC -** https://uclc.uci.edu/