**Program Description:** The STRIVE Program is a BFS initiative to address succession planning and pro-actively encourage the development of future leaders and managers by providing participants with intensive and accelerated professional and career development opportunities, as well as mentorships with members of the BFS Executive Team (ET³) and/or BFS Leadership Team (LT).

**Program Components:** Integral to the STRIVE program is a series of mentorships with members of the BFS Executive Team (ET³) and/or BFS Leadership Team (LT), as well as structured networking opportunities with a variety of UCSD employees in management positions. In addition, each participant commits to an individualized, accelerated curriculum designed by the mentor and participant; in consultation with the Training Manager. It may incorporate courses such as MSAP, BMI, BOI; attendance at conferences such as NACUBO, WACUBO, AMA; college-level coursework and/or job-shadowing. Each year participants are evaluated; participation may be extended to a maximum of 4 years.

**Basic Eligibility:** Employees must have a one-year work history in BFS with an overall performance rating of “Above Expectations“ and no disciplinary action pending.

**Selection Process:** Solicitation for new candidates takes place annually, contingent on availability of resources. The process requires nomination by the Division Manager, a statement by the nominee and a written endorsement (endorser must be member of BFS LT or UCSD employee at equivalent classification level). Final selection is determined by the BFS Executive Team.

**Tips for Nomination and Endorsement Statements:** This is a program aimed at identifying employees with leadership and/or management potential. Your nomination or endorsement statement should NOT state how well the candidate accomplishes the duties listed on their job card, but should address why and how this person:

- gains the respect of other staff
- sticks out from the crowd
- makes others want to follow them
- is a “go-to” person
- adds value to their Division, BFS, UCSD

Describe specific behaviors or actions that make you say, “This person has IT.”

**Next steps for potential applicants:** If you are interested, talk with your supervisor. If you supervise someone who you think might benefit from participation, please initiate a discussion. If you have questions or need more information contact Janine Tarkow, BFS Training Manager, 822-0777.