

UMB SPARK! Supervisor Academy

Introducing UMB SPARK!

The **S**upervisor's **P**athway to **A**dvance and **R**eignite **K**nowledge for Greater Performance

UMB SPARK! Supervisor Academy is UMB's supervisor learning initiative designed to improve the supervisory skills for current UMB supervisors who lead people.

Program Overview

Program Goals:

- Advance supervisory knowledge, skills, and performance
- Address the growing and changing needs of a diverse workforce
- Enable supervisors to be more effective leaders in their supervisory role
- Provide an ongoing opportunity for supervisors to network and collaborate

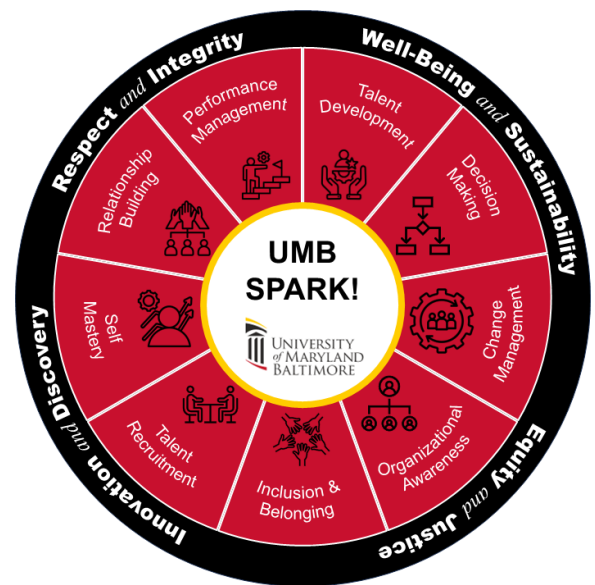
Intended Audience:

- UMB staff (Executive Director level and below) who supervise at least one UMB staff member
- UMB faculty who supervise at least one current UMB staff member

Program Content:

UMB has identified nine core competency areas for supervisors. These core competencies, and the connected learning focus areas, are the foundation of the content of SPARK!

- Self-Mastery
- Relationship Building and Management
- Performance Management
- Talent Development
- Decision Making
- Change Management
- Organizational Awareness
- Inclusion and Belonging
- Talent Recruitment and Management



Registration:

Registration for the Fall 2025 term is now open!

There are four cohort options for the Fall 2025 SPARK! term:

- Tuesday AM Sessions; Kick-Off Session September 16, 2025 (In-person; SMC Center)
- Tuesday PM Sessions; Kick-Off Session September 16, 2025 (In-person, SMC Center)
- Wednesday AM Sessions; Kick-Off Session October 15, 2025 (In-person, SMC Center)
- Wednesday PM Sessions; Kick-Off Session October 15, 2025 (In-person, SMC Center)

UMB SPARK! Supervisor Academy is a multi-year initiative with sessions taking place during a Spring term and Fall term each year.



UMB SPARK! Supervisor Academy



Program Format

The SPARK! Supervisor Academy provides approximately 30 hours of targeted instruction via in-person learning sessions, virtual instructor-led classes, self-paced eLearning modules, and an ongoing UMB Supervisor Community of Practice that is open to all UMB supervisors.

Setting Up for Excellence

UMB SPARK! kicks-off with a **3 hour in-person instructor-led orientation session**. This session focuses on the roles and responsibilities of a supervisor, self-mastery, and relationship building skills.



Excellence in Motion

The program continues with **eight instructor-led sessions**. These three-hour sessions take place every three to four weeks. Three of the sessions are in-person and held in the SMC Center; five sessions are virtual and take place via Zoom.



eLearning for Excellence

SPARK! includes **two self-paced online learning journeys** in Percipio:

- Fueling the SPARK: Inspiring and Navigating Change
- Igniting Excellence: Sparking Solutions and Mastering Decision Making



+ Leading with Excellence

All UMB supervisors are invited to participate in the ongoing UMB supervisor Community of Practice.

- **SPARK Q Meetings** are quarterly meetings where UMB supervisors can gather to learn valuable strategies, share challenges, and engage in supportive dialogue to advance their leadership effort.
- **Coming soon!** Through the **SPARK! Leaders Network**, additional learning opportunities and webinars, e-learning courses and tools, and book and website recommendations will be shared for continued learning.

