



UNIVERSITY OF
CALGARY

Start
something.

Future Ready

LEADING PROFESSIONAL DEVELOPMENT FOR
OUR BEST CAREER JOURNEY AT UCALGARY



Our commitments

1

Shared responsibility and opportunity for learning.

We are all responsible for actively engaging in our own learning and professional growth and are supported by leaders who help us to prioritize and access development.

2

Inclusive and accessible development.

Learning experiences are inclusive and meet diverse employee needs regardless of role, unit, career stage or work location.

3

Learning in the flow of work.

Learning is embedded in the day-to-day and easily accessed across all modes (in-person, hybrid and digital) to promote flexibility and fairness.

4

Leading-edge development experiences.

Learning is delivered through best-in-class learning experiences delivered through collaboration with faculties, services and external partners.

5

Experimentation and reflection.

Our culture recognizes that development occurs through successes and failures. We commit to a culture of experimentation, sharing and improvement.





Our measures of success

AOT 2030 Objective

#1

in the U15 for investment in professional development for postdocs, faculty and staff.

Our 2030 PD Goals

Enable development and professional mobility

2030 GOAL: Calgary is the leading U15 institution for career development and mobility.

Deliver best in class PD experiences

2030 GOAL: UCalgary has a recognized best-in-class PD ecosystem and we offer a comprehensive range of programs and experiences.

Develop core and future-focused capabilities

2030 GOAL: We have articulated a full range of core capabilities across roles and are agile in developing required future focused capabilities.

Foster a thriving PD ecosystem

2030 GOAL: UCalgary is renowned for its PD approach and ecosystem across the U15.

Our approach to PD

At UCalgary, professional development is grounded in the belief that learning is continuous, varied and embedded in the everyday experience of work. Professional development is something that occurs through ongoing application and growth of skills and knowledge through real experiences, not only through formal training and courses.

Our continuous learning model reflects this philosophy. It shows the different learning opportunities available to our people throughout their career and guides the design and delivery of our professional development offer.

DEFINE

Identify the learning need by clarifying the current state, desired outcomes, and what's needed to get there

DESIGN AND DELIVER

Identify what learning approach will be most fit-for-purpose and deliver the experience

EVALUATE AND EMBED

Assess the impact of learning and reinforce new capabilities through ongoing practice and support

UCALGARY CONTINUOUS LEARNING MODEL

Develop skills by taking on new challenges and learning on the job. You could:

- Take stretch or acting roles
- Learn through real delivery challenges
- Lead cross-functional or strategic projects
- Apply skills to day-to-day decision making

Grow by connecting with others and learning through relationships. You could:

- Seek development feedback
- Learn through peers and networks
- Participate in communities of practice
- Share lessons learned across teams
- Engage mentors or coaches

WORK | LEARN ON THE JOB

PEOPLE | THROUGH OTHERS

REFLECTION & APPLICATION

FORMAL | LEARNING EXPERIENCES

SUPPORT | RESOURCES AND TOOLS

Learn through structured programs and courses that deepen knowledge and skills. You could:

- Complete formal qualifications or certificates
- Attend targeted workshops, courses or virtual seminars
- Use self-directed eLearning to build skills

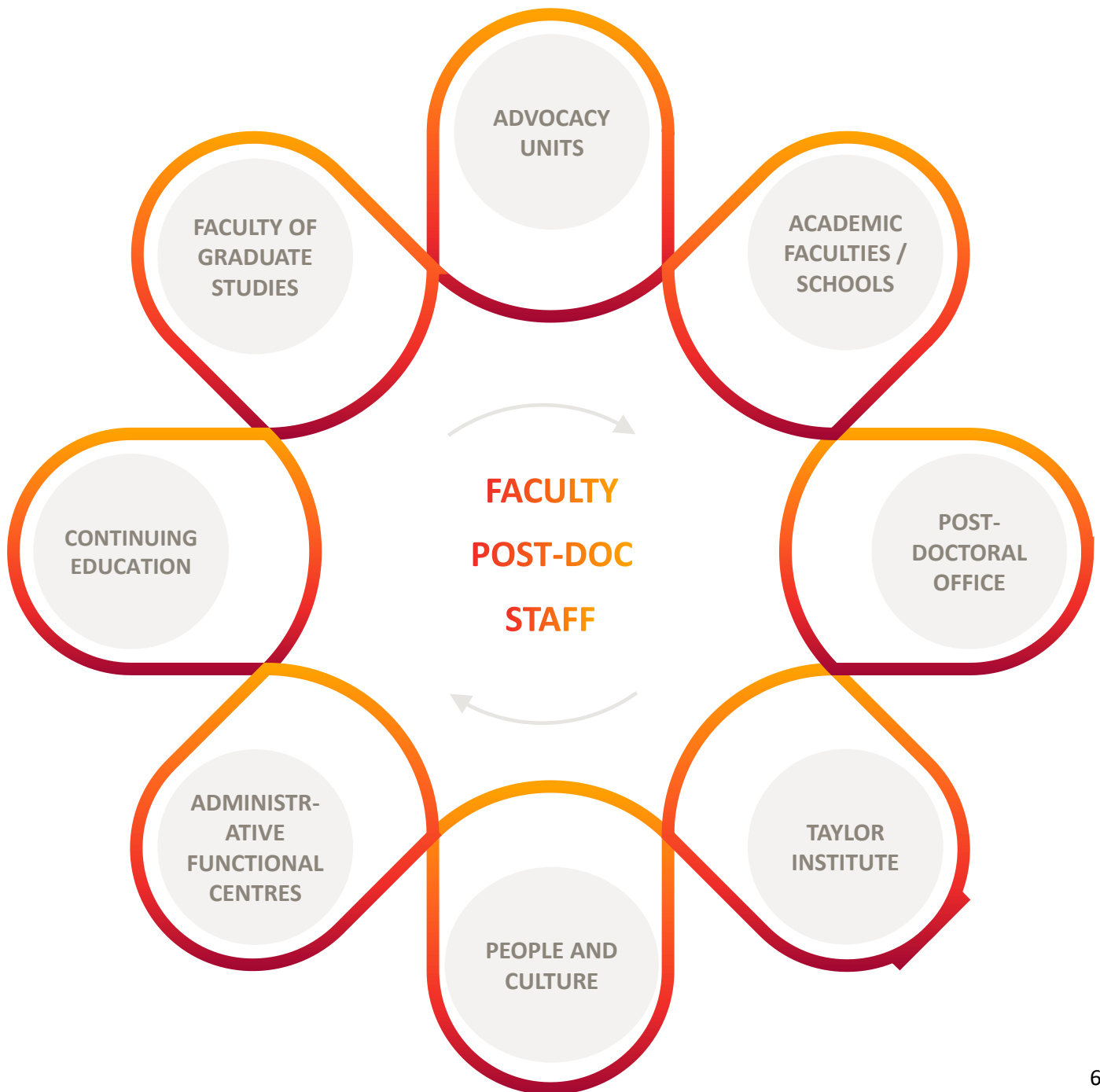
Learn through resources and tools that expand understanding and reinforce practices. You could:

- Read books, articles and journals
- Use PD Hub and learning system to access resources
- Consult UCalgary PD guidance and policies
- Watch videos or podcasts

Our PD Ecosystem

Professional development at UCalgary is delivered through a connected ecosystem of teams across the institution. We recognize that when teams collaborate and work together, they deliver stronger professional development experiences.

Diverse perspectives, experiences, and knowledge are brought together in our ecosystem allowing the university to leverage the unique expertise of its academic and professional communities. Each team plays a role in designing, delivering, and promoting professional development. Together, we all reinforce learning and support continuous development across UCalgary.



Our PD priority initiatives

We will drive coordinated progress across four priority PD initiatives:

1 Enable development and professional mobility

- Define UCalgary's career philosophy and approach
- Enable long-term careers through expanded mobility pathways and flexible role and staffing options
- Integrate PD into institutional performance practices
- Formalize talent and succession planning processes and tools

2 Deliver best in class PD experiences

- Articulate and promote UCalgary's best in class approach to PD
- Improve understanding and access to PD programs, experiences and support (including tuition support)
- Foster a culture of shared learning by enabling mentoring, coaching, peer networks, and communities of practices
- Establish distinctive partnerships to create curated learning experiences

3 Develop core and future-focused capabilities

- Define learning pathways to address future focused capabilities
- Design and optimize flagship PD programs across career stages
- Prioritize the development of future workforce capabilities working with stakeholders across UCalgary

4 Foster a thriving PD ecosystem

- Design and launch PD Digital Hub to build cross-connections
- Equip leaders to strengthen UCalgary's learning culture
- Invest in capture, storage and usage of PD data
- Modernize systems to improve access and track progress

