

SEAS Career Development Resource Guide					
		Target Audiences			
Programs, Solutions, & Resources	Details	Grade Level 60+ Managers	Grade Level 60+ Non-Mgrs.	People Managers	Individual Contributors
Center for Workplace Development (CWD)	Courses, coaching, and programs designed to help Harvard employees achieve their professional best.	✓	✓	✓	✓
Career: Creating Your Skills Inventory	Identify and articulate your key professional skills, practice describing them to others, and develop a plan for showcasing them effectively.	✓	✓	✓	✓
Career Roadmaps: Looking Inward, Looking Outward and Looking Forward	Program helps staff reflect on their values and skills, explore growth opportunities, and create actionable goals to move their careers forward with intention.	✓	✓	✓	✓
Harvard Extension School courses in Business, Management, and Strategy	Offers standalone courses for all employees (\$40) or enrollment in certificate and master's programs for deeper study.	✓	✓	✓	✓
Harvard ManageMentor (via HTP)	Self-paced learning (primarily manager content but some for all) to build skills, solve workplace challenges, and explore topics of interest.	✓	✓	✓	✓
Harvard Training Portal (HTP)	University-wide hub for all employee-focused training programs.	✓	✓	✓	✓
LinkedIn Learning @ Harvard	Short, practical, self-paced learning that fit busy schedules and make it easy to build a skill, solve an immediate challenge, or explore a new topic.	✓	✓	✓	✓
SEAS Professional Development Policy & Application Page	Provides funding and release time for eligible professional development that builds job skills and supports career growth.	✓	✓	✓	✓
Tuition Assistance (TAP) and Tuition Reimbursement Programs (TAP/TRP)	Harvard's education benefits support employee growth through tuition assistance for eligible coursework and degree programs. Please review TAP TRP booklet (on page) prior to registering.	✓	✓	✓	✓
Manager ARC (Accountability, Resources, Compliance) - Supplements UMT	Provides foundational understanding of Harvard's organizational context, policies, and resources that inform management decisions. Program open to all staff.	✓	✓	✓	✓

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Harvard Senior Administrator Fellowships for Professional and Lifelong Learning	Supports senior leaders in expanding their leadership, strategy, and management capabilities through Harvard executive education fellowships.	✓	✓	✓	
Executive and Organizational Effectiveness Support: Provides executive leaders with free consulting and development support.	Organizational Development Consulting	✓	✓		
	Executive Coaching	✓	✓		
Talent Development Program Grades 60+	Helps high-performing employees clarify career goals, increase professional visibility, navigate growth opportunities, and advance their careers across Harvard.	✓	✓		
Consulting and Coaching for Managers through the EAP/KGA (free)	Confidential coaching and consultation on employee well-being, performance, conflict, and other workplace challenges.	✓		✓	
Harvard Manager Competencies	CWD curated courses and resources aligned to 6 core manager competencies (adaptability, communication, creating community, developing employees, execution, organizational awareness).	✓		✓	
Manager's Community Forum	90-minute facilitated best practices and insights sharing dialogue among Harvard managers.	✓		✓	
Managing at SEAS	Self-driven learning that equips SEAS managers with the knowledge, skills, and resources to lead effectively.	✓		✓	
Universal Manager Training (UMT)	Required, foundational program that equips managers with the knowledge and tools to excel in their roles.	✓		✓	
Foundations of Leadership (Harvard Leadership Development Program) Grades 56+	Builds emotional intelligence, values-based leadership, peer connections, and awareness of diverse perspectives. Nomination-based.			✓	
Group Executive Coaching Grades 58-59 (Contact HRBP)	An advanced coaching program for experienced peer groups focused on self-awareness, authentic leadership, vulnerability, and leading through change.			✓	

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Leadership in Action (Harvard Leadership and Development Program) Grades 58+	Year-long leadership program for high-performing mid- to senior-level managers focused on self-awareness, strategic leadership, and a lasting University-wide network. Nomination-based.			✓	
Targeted Coaching Information Session Grades 58-59	Provides eligible leaders with targeted executive coaching to accelerate growth, address specific challenges, and strengthen leadership effectiveness.			✓	
Leadership Essentials (Harvard Leadership Development Program) up to Grade 56	Cohort-based leadership program that helps high-performing support staff build the confidence, mindset, and skills to lead, influence, and drive impact across Harvard. Nomination-based.				✓
Leadership Strategies for the Individual Contributor (Harvard Leadership Development Program) Grades 56-59	Equips high-performing individual contributors to lead with greater influence, strengthen strategic relationships, and expand their impact. Nomination-based.				✓