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 Ed Portal	The Monday Job Seekers Group meets on campus from September through June and is open to all. Guest speakers cover career development and job search topics. To register for a workshop, click the link, then select “Monday Job Seekers Connection.”	✓	✓	✓	✓
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.	✓	✓	✓	✓

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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.	✓	✓	✓	✓
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.			✓	

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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.			✓	
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.				✓