UNITED NATIONS SYSTEM STAFF COLLEGE

Learn more and register at **www.unssc.org**

ONLINE

01 OCT 2027 - 26 NOV 2027

ELEVATE – From Managing Work to Leading Teams | Edition 3

ManagementLeadership



LANGUAGE	DURATION	ENROLL BY	PRICE	LOCATION	TARGET
English	8 weeks	30 Sep 2027	2,000 USD	ONLINE	UN Only

CONTACT elevate@unssc.org

ELEVATE – From Managing Work to Leading Teams targets experienced managers leading teams, projects or programmes. It focuses on people management, decision-making, stakeholder engagement, and cross-silo collaboration. Participants learn to cultivate psychological safety, manage complexity and sustain high performance.

Introduction

As the Organization approaches its 80th anniversary, the UN80 reform agenda and the UN 2.0 vision call for modernized operations and a results-driven culture centred on innovation, data, digital capacity, strategic foresight and behavioural science. These reforms require not just operational shifts but a fundamental rethinking of leadership and management - leaders who can bridge strategy and implementation, build inclusive, more high-performing teams and lead decisively amid volatility and ambiguity.

In this context, effective leadership is mission-critical. It is not a discretionary investment but a core enabler of wellbeing, accountability and operational impact. Resilient, principled leadership will carry the UN through today's challenges and prepare it for tomorrow's unknowns. Beyond technical skill, we need adaptive leaders who live our values - integrity, accountability, respect and inclusion - especially when the pressure is greatest.

Roots to Results: The UNSSC (UNICLI as of 1 Jan 2027) Leadership and Management Pathway represents a system-wide initiative developed in close collaboration with UN entities and the UN Secretariat. It aims to strengthen leadership and management capacity across the UN while recognizing that shared leadership principles must be applied flexibly across diverse mandates, governance arrangements and organizational cultures.

Track II from the Pathway, **ELEVATE – From Managing Work to Leading Teams** offers a safe, dynamic and forward-looking space where mid-senior managers can strengthen their leadership and management mindset, enhance critical skills and connect with peers across the UN System.

Through this experience, participants develop a targeted set of leadership and management competencies essential for navigating the demands of executive roles in the UN. These include self-awareness, fostering psychological safety and inclusion, building team resilience, integrity, learning agility, managing people and performance for results, making effective and unbiased decisions, expanding strategic partnerships and leading through organizational change.

Objectives

Overall Learning Objective

By the end of the programme, participants will have strengthened their leadership mindset and managerial skills, enabling them to better lead diverse teams, manage performance more effectively and navigate change with increased clarity and confidence in the UN context.

Modular Learning Objectives

Upon successful completion of this programme, participants should be able to:

- Recognize their own and their team's responses to change, apply communication and leadership strategies that sustain trust and psychological safety during disruption and assess and adjust their approach to strengthen resilience at both individual and team levels;
- Foster inclusive, high-performing team environments by modelling psychological safety, addressing barriers to equity and inclusion - including bias, power imbalances and unacceptable behaviours - and cultivating cultures of openness, trust and accountability;
- Set clear goals, provide structured feedback, conduct difficult performance conversations, recognize and reinforce positive performance, and support continuous improvement and shared accountability across their team;
- Apply a structured and inclusive decision-making framework to make more sound choices in ambiguous, high-pressure or politically sensitive UN contexts;
- Identify and assess strategic partners, apply trust-building engagement strategies and more effectively navigate the power dynamics and cultural differences that shape effective partnership and collaboration.

Course methodology

ELEVATE – From Managing Work to Leading Teams integrates online and peer-supported learning, 360-degree leadership Assessments and executive coaching into a seven-week, immersive experience. Specifically, it includes:

- **Five Micro-learning modules** to build foundational insight;
- **Five Interactive Webinars (120 min)** featuring UN-specific case studies and live dialogue;
- **Two 360-degree leadership assessments** to benchmark and measure behavioural growth (baseline and 6-month pulse check);
- **Two Individual Coaching Sessions and two Peer Coaching sessions** to deepen reflection and accountability;
- **Access to the UNSSC Learning Platform** with curated frameworks, readings and discussion spaces.

Course contents

The full programme comprises the following:

- 5 x curated Microlearning Activities *(Module 1: Leading Teams Through Change, Module 2: Building Psychological Safety and Inclusion, Module 3: Managing Performance and Accountability, Module 4: Making Inclusive, Evidence-Based Decisions, Module 5: Partnering for Sustainable Impact)*
- 5 x 120-minute Interactive Webinars
- 2 x 120-minute facilitated Peer Coaching sessions
- 2 x 60-minute Individual leadership Coaching sessions with a certified coach
- 1 × “Foundational” 360-degree Assessment (baseline) aligned to UN leadership competencies
- 1 × “Pulse” 360-degree Assessment (six-month follow-up), supporting reflection and sustained behavioural change
- Access to a network/community of mid-senior level UN leaders and alumni
- Access to the dedicated UNSSC Learning Platform with curated resources, including:
  - Recordings of all Interactive Webinars
  - Curated activities, readings, tools and videos related to the programme themes
  - 360-assessment integration resources and goal-setting tools
  - Peer Coaching framework and tools
  - Practical step-by-step guidance for leadership application and follow-through
- UNSSC Certification

Target audience

ELEVATE – From Managing Work to Leading Teams is designed for mid-senior level UN personnel (typically P4 and P5) with formal supervisory or managerial responsibilities, including team leads, programme managers and section chiefs. The Track reflects the breadth of leadership functions across the UN System and recognizes the essential contributions of personnel in diverse contractual and geographic contexts - including national staff who coordinate programmes, manage teams and provide technical leadership in a variety of operational settings. The model is intentionally inclusive of different roles, career paths and field realities, offering practical tools and experiential learning to support accountability, performance and inclusive leadership in complex environments.

In addition to P4 and P5 staff, **ELEVATE – From Managing Work to Leading Teams** is open to National Officer C–D (NOC–NOD) colleagues who hold formal people management or team leadership responsibilities. This inclusion recognizes the critical leadership roles national staff play in managing teams, programmes and stakeholder relationships across field and country contexts.

ELEVATE – From Managing Work to Leading Teams is also open to senior colleagues in FS (Field Service) contracts, at FS6 and FS7 levels.

Participants are accountable for translating strategic direction into team-level outcomes, managing performance and leading others through complexity. Exceptionally, other grades with significant managerial responsibilities may be considered.

It is particularly suited for staff who are:

- Managing individuals or small teams and navigating diverse team dynamics;
- Leading implementation of programmes, projects or workstreams;
- Supporting strategic planning, coordination or technical delivery;
- Seeking to strengthen people management, decision-making and accountability skills.

Cost of participation

ELEVATE – From Managing Work to Leading Teams has a per participant programme fee of **USD 2,000**, which covers a seven-week curated leadership development experience incorporating the elements specified under "Course contents".