Real Estate Management and Supervisory Development Program (MSDP)

Objectives
- Create a common and consistent definition of management and supervisory expectations across the Real Estate Division.
- Ensure consistent understanding of HR policies and practices.
- Learn how those policies and practices play out in the workplace.

Content
- **Leading the Way:** Understanding your role as a manager.
- **Supervision Labs:** Real Estate Division scenarios, applications, and tips.
- Each lab will be offered three times to allow for scheduling.
- **Supervisory Development Plan** – Manager and supervisor create a customized development plan based on data from a multi-rater survey and policy assessment.

Schedule

<table>
<thead>
<tr>
<th>Program</th>
<th>Dates</th>
<th>Cohort</th>
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<tbody>
<tr>
<td>Leading the Way: Understanding your role as a Manager</td>
<td>Tues Dec. 9</td>
<td>1</td>
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<tr>
<td>Supervision Lab 1: Overview of Supervision</td>
<td>Week of 12/15/14</td>
<td>2</td>
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<tr>
<td>Supervision Lab 2: Managing the work – expectations, feedback and reviews</td>
<td>Week of 1/12/15</td>
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<td>Supervision Lab 3: Taking Disciplinary Actions</td>
<td>Week of 2/9/15</td>
<td>2</td>
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<td>Supervision Lab 4: Hiring/Selection/Discrimination</td>
<td>Week of 2/23/15</td>
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<td>Supervision Lab 5: Disability Management and FMLA</td>
<td>Week of 3/9/15</td>
<td>2</td>
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<td>4/1/2015 to 04/20/15</td>
<td>2</td>
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</tbody>
</table>
Participants

Cohort 1 – Leading the Accountability Culture

Brian Main
Emily Marthinsen
Frank Fasano
Grace Crvarich
Judy Chess
Karen Lobo
Lisa McNeilly
Malcolm Gaustad
Maria Fong-Pedro
Mark Freiberg
Moira Perez
Paula Milano
Sal Genito
Sally McGarrahan
Seamus Wilmot
Terezia Nemeth
## Cohort 2 – Supervisor Labs

### Facilities Services
- Shirley Arterberry
- Trevis Baker
- Linda Brun
- Mike Courter
- Gilbert Escobar
- Ralph Evans
- Frank Fasano
- Nick Figeira
- Sal Genito
- Gary Imazumi
- Jerry Jimenez
- Lin King
- Theron Klos
- Karen Lobo
- Jimmy Manibusan
- Ali Mansour
- Jim Mathwin
- Melvin McCowan
- Todd McFerren
- Juanita Mejia
- Venzi Nikiforov
- Teresa Ochoa
- John Rangel
- Sara Shirazi
- Dave Smith
- Gerald Sousa
- Devin Woolridge

### Berkeley Global Campus
- Terezia Nemeth

### Environment, Health & Safety
- Amina Assefa
- Roy Berke
- Eric Brown
- Brandon DeFrancisci
- Jim DeZetter
- Cindy Durant
- Andrew Fletcher
- Mark Freiberg
- Greg Haet
- Carolyn MacKenzie
- Alma Valencia
- Tony Yuen

### Parking and Transportation
- Anthony Craig
- Judy Fivecoat
- Kay Ingle
- Fred Johnson
- Earl Lockhart
- Randy Pollard
- Mario Villezar
- Seamus Wilmot
- Alesia Woods

### Construction and Design
- Judy Chess
- Eric Ellisen
- Susan Fish
- Kathleen Kelly
- Brian Main
- Teri Mathers
- Paul Oda
- Ellen Owens
- Nick Peterson
- Jim Wert

### Asset Management
- Sally McGarrahan

### Real Estate Development & Portfolio
- Director – vacant
- Helen Levay
- Kevin Hufferd