

Development Programs



Internal Development

Emerging Leaders

Emerging Leaders is a learning experience to inspire early-career employees by investing in their development and positioning them well for career progression.

Leadership Development Program

This multi-session program is designed to provide targeted participants with the resources necessary to develop a personal leadership style that reflects UP's mission, vision and values.

ERG Officer | Leadership

ERG leadership provides a leadership opportunity for all levels of management to develop strong leadership skills. ERG leaders promote and provide accountability to Union Pacific's diversity and inclusion commitment.

Development Move

Employees gain cross-functional opportunities between departments to increase knowledge and skill-set within Union Pacific.

Inclusive Leadership

This training will prepare employees to practice inclusive leadership by recognizing unconscious bias in themselves and others, and addressing the behavior when it occurs.

EEO Training

The primary purpose of the Equal Employment Opportunity (EEO) program is to maintain a discrimination-free environment at all work locations.

Mentoring Programs

The purpose of mentoring programs is to build the mentee's professional and personal development through others. Furthermore, offer current company leaders practice with inclusion that cultivates insight on the development needs of the company from a diverse perspective.

Managers on Track

The overall objective of this program is to provide new managers with the knowledge and tools to understand their role, manage a productive team, work effectively with their supervisor, and organize the team's responsibilities.

External Development



Empower Omaha • Empower North Omaha
The African-American Empowerment Network

