Self-Discovery
- Advanced Strengths Development
- Emerging Leaders: Envision the Future
- Emerging Women Leaders Webinars
- Hope in the Workplace
- Innovation: Exploring Your Creative Mindset
- Integrity: Building the Character of Great Leadership
- Introduction to Strengths
- Job Crafting: Creating the Job You Love
- Mindful Leadership
- Mindful Leadership Advance
- Personal Effectiveness and Time Management
- Professional Pathways
- The Element of Grit
- The Essential Elements of Your Wellbeing

Interpersonal Skills
- Advanced Facilitation
- Appreciative Coaching
- Coaching Basics
- Crucial Conversations (4-part series)
- Dealing with Difficult People
- Effective Communication and Conflict Resolution Skills
- Masterful Training and Facilitation
- Subtleties of Communication

Team Effectiveness
- Happiness at Work and Why We Should Care
- Situational Leadership
- Team Building
- The Balancing Act: Supervising Student, Hourly and Seasonal Employees
- Trust: The Essential Element
- Understanding Generation Z
- Working in a Multigenerational Workforce

Systems Thinking
- Applying Appreciative Inquiry Concepts in the Workplace
- Appreciative Leadership
- Building Your Professional Resilience
- Celebrate What’s Right
- Critical Thinking
- Love It or Hate It: The Inevitability of Change
- Rallying Around a Shared Goal for Academic Leaders

Certification Check List

Website: Training.Colostate.Edu
Email: CSUTraining@Colostate.Edu
Phone: 970.491.1376
Address: General Services Building, Suite 321
Fort Collins, CO 80523-6006
**Foundation Classes:**
Participants take all four classes as part of the required training and towards the certification. Total time commitment is 12-13 hours. All Foundation classes are offered fall, spring and summer semesters.

- Mindset for Supervisors (four-hour class) OR Mindset for Academic Leaders (three-hour class)
- Rules of the Road (four-hour class) (presented by HR and OEO Offices)
- Inclusive Excellence Part 1 – Defining Diversity and Inclusion (two and a half hour class) (presented by Vice President of Diversity Office)
- Inclusive Excellence Part 2 – Uncovering Bias (two and a half hour class) (presented by Vice President of Diversity Office)

**Core Classes:**
For the certification, participants select one class from each theme for a total of four, based on professional goals and areas of interest. Additional Core classes may be added in the future.

**Self-Discovery**
- Strengths Based Leadership
- The Role of Emotional Intelligence in Leadership

**Interpersonal Skills**
- Creating Inclusive Conversations (presented by Vice President of Diversity Office)
- The Power of Feedback: Constructive and Positive

**Team Effectiveness**
- Building a Vision Framework
- Effective Teams

**Systems Thinking**
- Embracing Appreciative Inquiry
- Systems Thinking: Your Role in the Big Picture

**Elective Classes:**
For the certification, participants select four classes based on their professional goals and areas of interest. Additional Elective classes may be added in the future.

This category provides the opportunity to create a maximum of two self-directed experiences to substitute for two classes. Examples of a self-directed experience are provided in the Class Descriptions document.

---

**Required Training and Certification Information for All Supervisors**

Colorado State University recognizes the importance of the supervisory role and the impact a supervisor has on employee engagement and satisfaction. To continue to develop and create a positive work environment, all supervisors will participate in the Supervisor Development Program offered through the Office of Training and Organizational Development.

For those interested in receiving a certification, additional training is available that allows participants to select classes and experiences that best fit their unique needs as a supervisor.

**Required training:** Supervisors must complete a total of six classes: all four classes in the Foundation category and an additional two classes from either the Core or Elective categories. Supervisors should complete these within three years.

**Certification:** includes completion of all four classes in the Foundation category, four classes from the Core category (one from each theme) and any four classes from the Elective category.