Late Spring 2020 Remote Learning

The goal of Talent Development is to inspire learning and innovation — creating an engaged community. We accomplish this by providing innovative solutions including the design and delivery of high-quality initiatives that foster learning and growth while engaging individual employees and teams in support of CSU’s Principles of Community and land grant mission.

We are excited to provide you with information about Talent Development’s online trainings developed for employees to receive professional development during the campus closure due to the COVID-19 Pandemic response. We are offering a selection of interactive live online trainings using the Zoom webinar platform. Some of these trainings will have unlimited enrollment. To register for trainings go to the My Learning Website or log in to My Learning and then click the linked title below.

*NEW* Spotlight Learning. We will be offering Spotlight Learning sessions that are shorter, usually one hour. Individually they do not count towards the Supervisor Development Program requirements. However, if you attend two Spotlight Learnings you can request to receive one Elective credit. Please use this form to document your completion of two Spotlight Learning sessions and request credit.

**LIVE ONLINE CLASSES (in chronological order)**

**TIPS FOR MANAGING REMOTE TEAMS**

*NEW*

**Class date: 4/3 – 1:00 pm to 2:00 pm**

**Length of class: 1 hour**

**Instructor:** Marsha Benedetti

**Spotlight Learning**

Weeks ago, you were keeping up with “normal” management responsibilities. Today, part or all of your team may be working remotely and now you have a completely new set of challenges. This one-hour webinar will provide you with some tips to assist you as you navigate this transition successfully. Representatives from HR, ACNS and Alternative Transportation will answer questions or concerns you are currently dealing with. We can learn from each other and share our best practices as we continue to map our future.

**BUILDING RESILIENCE DURING DIFFICULT TIMES**

*NEW*

**Class date: 4/9 – 9:00 am to 10:00 am**

**Length of class: 1 hour**

**Instructor:** Dr. Therese Lask

**Spotlight Learning**

How do we navigate the changes in our lives - both personal and professional? Resilience — the ability to persevere and adapt when things go awry - is a skill you can build in order to deal with these challenges. This webinar will explore the following:

- Learn the concept of resilience
- Explore the ABC model to understand your response to adversity
- Discover the ABCD model to help you build positive reactions
THE ROLE OF EMOTIONAL INTELLIGENCE IN LEADERSHIP

Class dates: 4/15 – 9:00 am to 12:00 pm   Length of class: 3 hours
Instructor: Marsha Benedetti   SDP Category and/or Theme: Core/Self Discovery
Emotional intelligence is the “something” in each of us that is a bit intangible. It affects how we manage behavior, navigate social complexities, and make personal decisions that achieve positive results. Come explore the role and importance of emotional intelligence in leadership.

A TIME OF CHANGE

Class date: 4/16 – 1:00 pm to 2:00 pm   Length of class: 1 hour
Instructor: Dr. Therese Lask   Spotlight Learning
Based on our unique life experiences, we all will handle change differently. Exploring our change style and the process individuals experience while going through change can help us gain understanding of ourselves and others. This webinar will explore the following:

- Determine your change style and how you process change
- Explore the change curve, for the specific stages of change
- Learn strategies to help yourself and others navigate change

CELEBRATE WHAT’S RIGHT

Class date: 4/22 – 9:00 am to 11:00 am   Length of class: 2 hours
Instructor: Dr. Michele Newhard   SDP Category and/or Theme: Elective/Systems Thinking
If you have ever lovingly held onto old National Geographic editions, this course may speak to you! We will view and discuss the dynamic and uplifting film for which this course is named. The film, created by DeWitt Jones, long time National Geographic photographer, challenges the viewer to refocus the lens through which life is observed. His powerful message shared with visually stunning photography resonates for millions who have seen the film since its debut in 2001.

UNIVERSITY EMPLOYEE ORIENTATION

Class date: 4/23 – 9:00 am to 11:00 am   Length of class: 2 hours
Instructor: Marsha Benedetti
University Employee Orientation (UES) is designed to welcome new employees to the University while gaining a sense of the CSU community and culture. We recommend you attend orientation within your first two months of employment at CSU.

EMBRACING APPRECIATIVE INQUIRY

Class date: 4/28 – 9:00 am to 12:00 pm   Length of class: 3 hours
Instructor: Dr. Michele Newhard   SDP Category and/or Theme: Core/Systems Thinking
Prerequisite: Must have completed Mindset for Supervisors, Introduction to Strengths, or a customized team Strengths training to enroll in this training.
Appreciative Inquiry (AI) is an organizational and personal change methodology and worldview that can produce dramatic transformational effects in organizations and employees. A four-stage model of change focused on affirmative questioning leads to outcomes that are both organizationally and personally practical, innovative, and uplifting.

FOCUS ON WELLBEING

Class date: 4/29 – 9:00 am to 10:00 am   Length of class: 1 hour
Instructor: Dr. Therese Lask   Spotlight Learning
Due to significant changes in the way we all live our lives, how can we maintain a sense of Wellbeing? Researcher and author Martin Seligman designed the PERMA model as a strategy to explore Wellbeing. PERMA stands for Positive Emotion, Engagement, Relationships, Meaning, and Accomplishments. This webinar will explore the following:

- Understand the five elements of the PERMA model
• Build strategies based on each of these five elements
• Gain confidence on your ability to enhance key elements of your life

LEVERAGING STRENGTHS TOWARD REMOTE WORKING *NEW*

Class date: 5/5 – 1:00 pm to 2:00 pm  
Length of class: 1 hour

Instructor: Dr. Michele Newhard  
Spotlight Learning

Prerequisite: Must have completed Mindset for Supervisors, Introduction to Strengths, or a customized team Strengths training, or have your Gallup CliftonStrengths results to enroll in this training.

The COVID-19 pandemic has presented us with a new normal for the time-being. A number of us are called upon to continue our work from a new workplace, the home. While this can be difficult and even nerve-wracking, we cannot forget what makes us uniquely good at our jobs, our inherent talents. Let’s take a brief look at how you could point your primary domain and strengths at the circumstances we are facing now with these remote workplaces. In this training participants will:

• Review a strengths-focus
• Reflect on personal strengths
• Generate a goal for better leveraging strengths toward remote work

REGISTRATION AND CONTACT INFORMATION

Online Registration: Please refer to the My Learning Registration Guide for registration instructions available at www.mylearning.colostate.edu

For Registration Assistance: Please email MyLearning@colostate.edu

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