



TALENT DEVELOPMENT

COLORADO STATE UNIVERSITY

www.training.colostate.edu

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Talent Development Focus Certificates

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.

The Talent Development Focus Certificates give learners an opportunity to explore in depth a particular interest area while working toward and ultimately being recognized with a certificate for completing a set of trainings in a specific focus area. Pursue the certificate by enrolling in the Program, then confirming your completion of the requirements by submitting the documentation form and also requesting approval through the Program's Checkpoint.

POSITIVE PSYCHOLOGY FOCUS CERTIFICATE

Positive psychology can be defined as “...scientifically informed perspectives on what makes life worth living” (The Journal of Positive Psychology,2006). Understanding and applying this framework provides an environment where individuals can thrive. In the workplace, positive psychology offers a roadmap for how individuals, teams, departments, and organizations can bring their best to work through such variables as: well-being; hope; happiness; empathy; resilience ; emotional intelligence; and joy. Research informs us that each of these variables evident in the workplace can bolster engagement, or employees’ positive connection to their work. The Positive Psychology certificate will explore key variables that will help employees thrive by applying theoretical frameworks to the workplace.

Complete any five of the following trainings:

- **Building Optimism**
- **Building Your Professional Resilience**
- **Embracing Appreciative Inquiry**
- **Empathy: The Ability to Connect with Others**
- **Happiness at Work and Why We Should Care**
- **Hope in the Workplace**
- **Integrity: The Character of Great Leadership**
- **Life Crafting: Building a Vision for Your Future**
- **The Role of Emotional Intelligence in Leadership**
- **Trust: The Essential Element**

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APPRECIATIVE INQUIRY FOCUS CERTIFICATE

Appreciative Inquiry embodies a paradigm shift in how to view the world, people, and the workplace. A deficit-focus has been the prevailing convention for centuries while an asset-based lens has been shown to suggest a transformative potential that the deficit-focus could only hope to attain. Research in Positive Organizational Scholarship has indicated that adopting an appreciative approach nurtures innovation, enhances engagement, improves climate, encourages open & inclusive communication, and erases the need for change buy-in. By taking the sessions within the Appreciative Inquiry concentration, you will gain an understanding of the scientific theories as well as the philosophical underpinnings of Appreciative Inquiry. Further, you will practice the concepts in simulations, meant to give you an opportunity to see how your strengths might be leveraged towards living this paradigm. The program provides practical applications that you can use immediately in the workplace and beyond. If this generative concept resonates for you and you wish to deepen your insights, consider pursuing this certificate program by completing five of the courses listed and registering them through the Checkpoint. An official Focus Certificate will be mailed to you through campus mail.

Complete any five of the following trainings:

- **Applying Appreciative Inquiry in the Workplace**
- **Appreciative Coaching**
- **Appreciative Conversations and Questions**
- **Appreciative Leadership**
- **Celebrate What's Right**
- **Embracing Appreciative Inquiry**
- **Introduction to SOAR**

STRENGTHS DEVELOPMENT FOCUS CERTIFICATE

Strengths Development demonstrates a commitment to two fundamental concepts: 1. each person's talents are unique; 2. each person's greatest room for growth is the area of their greatest strength (M. Buckingham and D. Clifton, 2001). Rather than continuing to focus on perceived weaknesses, Strengths Development builds on aspects of the individual's work that gives them energy by capitalizing on talents, enhancing knowledge and developing skills. Research conducted by the Gallup Organization (2008) in the area of Strengths Development has found employees to be more productive, more likely to be engaged in their jobs, and more likely to have an excellent quality of life when they have the opportunity to do what they do best every day. The Strengths Development focus certificate provides the opportunity to build understanding of how to assist individuals who strive for excellence in their work. Classes focus on such topics as Strengths Based Leadership, Advanced Strengths Development, Strengths Based Communication, Strengths Based Coaching and Building a Strengths Based Culture. All classes provide opportunities for the practical application of strengths in the workplace. *Please note: individuals interested in pursuing this focus certificate need to begin by completing Mindset for Supervisors or Introduction to Strengths. An official Focus Certificate will be mailed to you through campus mail.

Complete any five of the following trainings:

- **Introduction to Strengths OR Mindset for Supervisors***
- **Advanced Strengths**
- **Building a Strengths Based Culture**

- **Leveraging Strengths for Personal Effectiveness**
- **Strengths Based Coaching**
- **Strengths Based Communication**
- **Strengths Based Leadership**
- **Strengths In and Out of Balance**

*Please take Introduction to Strengths or Mindset for Supervisors first in the series.

EMERGENCY READINESS FOCUS CERTIFICATE

Ready Colorado State will introduce those attending to their role in assisting their departments in preparing for emergencies under the CSU Emergency Readiness Plan and how they can assist their colleagues in developing and practicing a plan to respond to foreseeable incidents. The Readiness Resources class will provide an introduction to a number of departments and resources at CSU to assist them in their readiness efforts. Finally, Designing Simple Drills and Exercises will provide practical skills to help in exercising the department emergency plan and determine where more training, equipment, or a plan update may be needed. This information has been described as very useful at home and while travelling as well. Certificates in these trainings will show support for the University's policy on readiness as well.

Complete the following three trainings:

- **Ready Colorado State**
- **Readiness Resources**
- **Designing Simple Drills and Exercises**

To earn the additional Building Proctor Readiness certificate, simply enroll in that focus certificate and complete the additional training required.

BUILDING PROCTOR READINESS FOCUS CERTIFICATE

In Introduction to the Building Proctor Role, proctors will learn the basics and complexities of their role as well as resources and guidance available to assist them in managing their building(s). Ready Colorado State will introduce those attending to their role in assisting their departments in preparing for emergencies under the CSU Emergency Readiness Plan and how they can assist their colleagues in developing and practicing a plan to respond to foreseeable incidents. The Readiness Resources class will provide an introduction to a number of departments and resources at CSU to assist them in their readiness efforts. This information has been described as very useful at home and while travelling as well. Certificates in these trainings will show support for the University's policy on readiness as well.

Complete the following three trainings:

- **Introduction to the Proctor's Role**
- **Ready Colorado State**
- **Readiness Resources**

To earn the additional Emergency Readiness certificate, simply enroll in that focus certificate and complete the additional training required.

REGISTRATION AND CONTACT INFORMATION

Online Registration: Please refer to the My Learning Registration Guide for registration instructions available at mylearning.colostate.edu **For Registration Assistance:** Please email MyLearning@colostate.edu

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