



TALENT DEVELOPMENT

COLORADO STATE UNIVERSITY

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Late Spring 2025 Training Catalog

Talent Development's goal is to inspire learning and a growth mindset – creating an engaged community. We accomplish this by providing training solutions, including the design and delivery of high-quality initiatives that foster individual and team growth while engaging individual employees and teams in support of Colorado State University's land grant mission and our Principles of Community.

Talent Development provides both in-person and online instructor-led training. Please be sure to note the location for each session. Each registration confirmation email will include an .ics calendar attachment that includes the location. A few days before each online session, you will receive an email with detailed instructions on how to access the training through Zoom. To register for a specific session, go to the [My Learning Website](#) and log-in, then click the registration links in this catalog. Alternatively, filter the Learning Library using the "TD" tag to see only Talent Development's offerings.

Navigating Changes: As the university community experiences significant changes in multiple areas, Talent Development is offering a variety of resources to help individuals adapt, build resilience, and navigate transition with confidence. Whether leading a team or adjusting personally, these offerings support our employees in staying grounded and moving forward with confidence. Here is the list of courses for late spring. Look for this Icon  and full class descriptions below.



- [Cultivating Curiosity in the Workplace](#)
- [Navigating Complexity with Clarity](#)
- [Building Optimism](#)
- [Managing Cognitive Distortions with Powerful Questions](#)
- [Embracing Appreciative Inquiry](#)

In addition, the **Center for Mindfulness** is offering drop-in sessions to learn/practice mindfulness for stress reduction – visit the [Center for Mindfulness website](#) for the schedule or reach out to [Deb Colbert](#) for more information and resources.

Check out the list of curated LinkedIn Learning courses around change under the LinkedIn Learning header.

PROFESSIONAL DEVELOPMENT CLASSES - ELECTIVES (in alphabetical order)



BUILDING OPTIMISM

Class date: 4/24 - 9 a.m. to 11 p.m. **in person**

Instructor: Michele Newhard, Ph.D.

Optimists experience health benefits and other possible benefits over pessimists, according to research. Since human beings must contend with their hard-wired negativity bias, adopting a more optimistic outlook can be challenging. Fortunately, with dedication and practice, change can take hold if one would like to adopt a more positive viewpoint. If you are interested in making some changes, join us for this exploration into the research of Dr. Martin Seligman and other positive psychology scholars. *This class counts towards the Talent Development Focus Certificate: Positive Psychology.* [Register for Building Optimism in My Learning.](#)

Length of class: 2 hours

Category and/or theme: Elective/Self-Discovery

CELEBRATE WHAT'S RIGHT

Class date: 4/22 - 9 a.m. to 11:30 p.m. **online**

Instructor: Michele Newhard, Ph.D.

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, which 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. *This class counts towards the Talent Development Focus Certificate: Appreciative Inquiry.* [Register for Celebrate What's Right in My Learning.](#)

Length of class: 2.5 hours

Category and/or theme: Elective/Systems Thinking

COACHABILITY: EMBRACING YOUR MINDSET FOR GROWTH

Class date: 3/26 - 1 p.m. to 3:30 p.m. **in person**

Instructor: Evan C. Welch

This training will explore the fundamental principles and practices of coachability, equipping attendees with the essential skills to become adaptable, receptive, and growth-oriented individuals. Through a blend of interactive activities, real-work case study, and self-assessment, participants will gain the skills to embrace feedback and foster a growth mindset. Attendees will be empowered to thrive in team oriented settings, embrace continuous learning, and explore their ability to maximize their potential for personal and professional growth. [Register for Coachability: Embracing Your Mindset for Growth in My Learning.](#)

Length of class: 2.5 hours

Category and/or theme: Elective/Self-Discovery

CRUCIAL CONVERSATIONS (Four-part workshop)

Four-part training, all dates are required: 4/1, 4/3, 4/8, and 4/10 - 10 a.m. to 3 p.m. (with 1 hr. break) **online**

Length of class: Four 5-hour sessions with 1-hour lunch break, 16 hours total

Instructor: Marsha Benedetti and Deb Colbert, Ph.D.

Category and/or theme: Elective/People-Centric Skills

Crucial Conversations is a 16-hour course that teaches skills for creating alignment and agreement by fostering open dialogue around high-stakes, emotional, or risky topics – at all levels of the organization. By learning how to speak and be heard (and encouraging others to do the same), you will begin to surface the best ideas, make better decisions, and then move to action to achieve better outcomes on your decisions with unity and commitment. **To cover the cost of class materials, a fee of \$257 is required prior to March 10. More information on payment by internal order in Kualii is provided upon registration. This training is eligible for the Commitment to Campus Professional Development Award funds. Watch for the announcement of the application period in early January.* [Register for Crucial Conversations in My Learning.](#)



CULTIVATING CURIOSITY IN THE WORKPLACE

Class date: 3/27 – 1 to 3:30 p.m. **online**

Length of class: 2.5 hours

Instructor: Marsha Benedetti

Category and/or theme: Elective/Systems Thinking. In our ever-evolving work environments, curiosity is a vital skill that drives innovation, enhances problem-solving, and fosters deeper engagement among team members. This dynamic workshop invites you to explore the transformative power of curiosity in the workplace, equipping you with the tools and mindset needed to deep dive into the power of intentional, open-minded thinking and collaborative exploration. [Register for Cultivating Curiosity in the Workplace in My Learning.](#)

EXPLORING CONFLICT BEHAVIORS

Class date: 4/30 – 1 to 3:30 p.m. **online**

Length of class: 2.5 hours

Instructor: Debora Colbert, Ph.D.

Category and/or theme: Elective/People-Centric Skills

To increase self-awareness and improve conflict management skills, Talent Development is partnering with the University Ombuds to offer the Conflict Dynamics Profile, an assessment instrument measuring conflict behaviors. Working from a framework that conflict is inevitable, the assessment shows participants how harmful responses can be avoided, and beneficial responses can be learned. Individuals will take a deeper dive in understanding how they respond to conflict, what triggers can escalate conflict, and how to manage conflict more effectively. Results will remain confidential and personalized 1:1 conflict coaching will be offered to individuals wishing to further explore strategies for successfully navigating workplace conflict. **Required prework:** *Conflict Dynamics Profile*. *By signing up for this class, you agree to complete this 15-minute assessment prior to attending the class. While the assessment is free to all CSU employees because the \$20 licensing fee is covered by the Talent Development office, we request that you only complete the assessment if you intend to attend the class.* [Register for Exploring Conflict Behaviors in My Learning.](#)



MANAGING COGNITIVE DISTORTIONS WITH POWERFUL QUESTIONS

Class date: 5/1 - 9 a.m. to 11 a.m. **in person**

Length of class: 2 hours

Instructor: Michele Newhard, Ph.D.

Category and/or theme: Elective/People-Centric Skills

Many have thought patterns that skew towards negative and inaccurate views of reality, called cognitive distortions. Not only do cognitive distortions adversely impact the individual, but they can also weigh heavily on workplace interactions. In this course, after expounding on the concept, and exploring examples of the different types of cognitive distortions, we will discuss questions to pose to self or others when these thought patterns surface. **Suggested prerequisites: Mindset for Supervisors or Introduction to Strengths trainings or a team strengths workshop and Coaching Basics preferred to enroll in this training.* [Register for Managing Cognitive Distortions With Powerful Questions in My Learning.](#)

MINDFUL LEADERSHIP ADVANCE II: APPLY AND PRACTICE AHEAD

Class date: 4/17 - 8:30 a.m. to 4:30 p.m. **in person**

Length of class: 8 hours + lunch

Instructor: Michele Newhard, Ph.D. and Deb Colbert, Ph.D. **Category and/or theme:** Elective/Self-Discovery

For those mindful leaders who have gone through the MLA since its inception in 2018, we would like to spend a day reigniting the energy of mindful leadership practice by revisiting, empowering, and enriching each individual's mindful journey. Together, let's build our mindful journey. During this advance we will practice a variety of mindfulness techniques applied to one's leadership. **Prerequisite: Mindful Leadership Advance.* [Register for Mindful Leadership Advances II: Apply and Practice Ahead in My Learning.](#)



NAVIGATING COMPLEXITY WITH CLARITY *NEW*

Class date: 5/7 - 9 to 11:30 a.m. **in person**

Length of class: 2.5 hours

Instructor: Evan C. Welch

Category and/or theme: Elective/Systems Thinking

We are wired for certainty, but leadership in a complex world demands something different. Fast thinking, quick decisions, and strong convictions—while often seen as strengths—can sometimes backfire, trapping us in unproductive patterns. In this session, participants will uncover the hidden mental traps that sabotage decision-making and explore practical strategies to navigate uncertainty. [Register for Navigating Complexity with Clarity in My Learning.](#)

PERSONAL EFFECTIVENESS AND TIME MANAGEMENT

Class date: 4/10 - 1 to 4 p.m. **in person**

Length of class: 3 hours

Instructor: Joy Nyenhuis

Category and/or theme: Elective/Self-Discovery

Participants will learn strategies for personal effectiveness and time management. We will share tips to deal with your biggest time management challenges and time suckers. You will be inspired to live in a way that reflects your values no matter what challenges you face. [Register for Personal Effectiveness and Time Management in My Learning.](#)

PROJECT MANAGEMENT

Three-part training, all dates are required: 4/21, 4/23, and 4/25 - 1 p.m. to 2 p.m. **in person**

Three-part training, all dates are required: 4/15, 4/16, and 4/17 - 4 p.m. to 5 p.m. **online**

Length of class: 1 hour

Instructor: Dave Hoffman

Category and/or theme: Elective/Systems Thinking

This Program will automatically track your attendance and completion of Project Management Live Training parts 1, 2, and 3. You still need to go register for and attend each of the Live Training sessions in order to complete the Program and receive Elective credit. Sessions are offered twice/year. [Register for Project Management in My Learning.](#)

THE FIVE LANGUAGES OF APPRECIATION AT WORK

Class date: 4/1 - 4 p.m. to 6:30 p.m. **online**

Length of class: 2.5 hours

Instructor: Evan C. Welch

Category and/or theme: Elective/People-Centric

Utilizing concepts from Chapman and White's book, The 5 Languages of Appreciation at Work, participants of this course will explore how the five languages of appreciation can strengthen relationships and create a supportive work environment. Participants will identify their own appreciation language and discover practical strategies to express genuine gratitude that resonates with colleagues. Attendees will leave this session with the tools to demonstrate

authentic, meaningful appreciation and support colleagues in ways that develop deeper connections. *This class counts for the Talent Development Focus Certificate: Positive Psychology.* [Register for The Five Languages of Appreciation at Work in My Learning.](#)

SUPERVISOR DEVELOPMENT PROGRAM CLASSES



Required Training for All Supervisors plus Certification Information

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 participate in the Supervisor Development Program offered through the office of Talent Development and the division of Human Resources.

Required training for all supervisors (to be completed in a three-year time span): The required training in the Foundation category is currently under review. We will have more information in the coming months. Currently, there are two trainings in the foundation category (listed below). Supervisors must also take two more training courses from either the core or elective categories.

For those interested in receiving the Supervisor Development Program Certification, additional training is available that allows participants to select courses and experiences that best fit their unique needs as a supervisor. If you are interested in obtaining this certification, please see more details and a checklist on our website.

Certification includes completion of the classes in the foundation category, four classes from the core category (one from each theme,) and four classes from the elective category. (Please note: all classes completed in the required trainings count toward the certification.)

REGISTRATION LINKS:

Enroll in these two available programs, then confirm your completion of the requirements by submitting the documentation form and requesting approval through the program's checkpoint in My Learning to document your completion of the required Supervisor Development Program and optional Supervisor Development Program Certification.

Supervisor Development Program, University Requirement Program

Through completion of this program, you will gain a My Learning completion and have access to a My Learning certificate for CSU's required Supervisor Development Program training. This is comprised of the foundation trainings plus any two core or elective trainings. If you want to pursue the full Supervisor Development Program Certification, you may enroll in the My Learning program of that title too. [Register for the Supervisor Development Program, University Requirement program in My Learning.](#)

Supervisor Development Program, Certification Program

This optional program gives you access to a My Learning completion and a university issued certificate for CSU's Supervisor Development Program Certification. Work toward this certification by participating in the foundation trainings plus four core trainings - one in each professional development theme - and four elective trainings in any of the themes. [Register for the Supervisor Development Program, Certification program in My Learning.](#)

NOTE: Professional development classes are elective trainings.

Choose any four from the professional development classes (listed above) to fulfill your elective training requirements for Supervisor Development Program, Certification. Professional development classes are rotated each semester and additional classes may be added in the future.

FOUNDATION TRAININGS: *The foundation trainings are currently under review.*

Participants take all the trainings as part of required training and for certification. Total training commitment is 13-16 hours. The foundation trainings are offered in the fall, spring, and summer semesters.

MINDSET FOR SUPERVISORS

Class date: 4/9 - 8 a.m. to 12 p.m. **in person**

Length of class: 4 hours

Instructor: Evan C. Welch

Category and/or theme: Foundation

In this class, you will develop an understanding of who you are as a supervisor by exploring the strengths you bring to the role. In addition, you will build your knowledge of team dynamics, looking at how the team functions and how to enhance performance. Finally, you will explore how your team contributes to this mission of the institution. NOTE: Mindset for Supervisors is the recommended first training for the required Supervisor Development Program and the Supervisor Development Program, Certification. This class counts for the Talent Development Focus Certificate: Strengths Development. *This class counts towards the Talent Development Focus Certificate: Strengths Development.* [Register for Mindset for Supervisors in My Learning.](#)

RULES OF THE ROAD: FUNDAMENTALS PROGRAM

Class date: 4/10 - 1 p.m. to 3 p.m. **online**

Length of class: 2 hours

Category and/or theme: Foundation

Instructors: Sponsored by Human Resources

This training highlights the various aspects of the public employee/employer relationship, including equal opportunity employment laws, reasonable accommodations, leave management, confidentiality guidelines, and employee rights and protections. CSU employment policies, procedures and practices will also be discussed. This is a hybrid format program that allows participants to become familiar with key policies and laws through an online course followed by

a live session for further clarification and questions. You will register for the program, and then enroll in a live training date “placeholder” session for the live training. [Register for Rules of the Road: Fundamentals Program in My Learning.](#)

CORE TRAININGS:

If you are interested in Supervisor Development Program Certification, select one training from each of the four themes based on your professional goals and areas of interest. Please see more details on our [website](#).

EFFECTIVE TEAMS

Class date: 4/2 – 9 a.m. to 12 p.m. **in person**

Length of class: 3 hours

Instructor: Michele Newhard, Ph.D.

Category and/or Theme: Core/Team Effectiveness

Research has clearly shown that a culture of trust makes a meaningful difference in the workplace. How does trust specifically impact the workplace? What strategies can you use to build trust among colleagues, in departments, and within the university? Discover the foundational concepts critical for the building of trust, explore the various benefits from working in an environment built on trust, and learn various strategies you can use to increase trust in your work environment. *This class counts towards the Talent Development Focus Certificate: Positive Psychology.* [Register for Effective Teams in My Learning.](#)



EMBRACING APPRECIATIVE INQUIRY

Class date: 4/16 – 9 a.m. to 12 p.m. **online**

Length of class: 3 hours

Instructor: Michele Newhard, Ph.D.

Category and/or theme: Core/Systems Thinking

Appreciative inquiry is an organizational and personal change methodology and worldview that can produce dramatic transformational effects in organizations and employees. Affirmative questions lead to outcomes that are both organizationally and personally practical, innovative, and uplifting. Equip yourself with this powerful process that can change your organization’s culture and affect the way your employees think about work. **Prerequisite:** Must have completed *Mindset for Supervisors, Introduction to Strengths*, or a customized team strengths workshop to enroll in this training. *This class counts towards the Talent Development Focus Certificates: Appreciative Inquiry and Positive Psychology.* [Register for Embracing Appreciative Inquiry in My Learning.](#)

INTEGRITY: BUILDING THE CHARACTER OF GREAT LEADERSHIP

Class date: 4/29 – 9 to 11:30 a.m. **online**

Length of class: 2.5 hours

Instructor: Evan C. Welch

Category and/or Theme: Core/People-Centric Skills

Integrity is frequently cited as a quality of great leaders. What is integrity? What are the qualities critical to possessing integrity? This class will explore the qualities linked to integrity, providing the opportunity for participants to identify opportunities to build and grow. You will learn the qualities linked to the variable of integrity, explore opportunities to enhance your integrity through exercises designed to help you explore your character as a leader, and gain confidence in your ability to evaluate and enrich qualities linked to integrity. *This class counts towards the Talent Development Focus Certificate: Positive Psychology.* [Register for Integrity: Building the Character of Great Leadership in My Learning.](#)

THE ROLE OF EMOTIONAL INTELLIGENCE IN LEADERSHIP

Class date: 4/15 – 1 to 4 p.m. **in person**

Length of class: 3 hours

Instructor: Marsha Benedetti

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. *This class counts towards the Talent Development Focus Certificate: Positive Psychology.* [Register for The Role of Emotional Intelligence in Leadership in My Learning.](#)

CLASS OFFERINGS THROUGH CAMPUS PARTNERS

Campus Partnerships. Many departments across campus host their trainings for employees in Bridge/My Learning. For questions about offerings from other departments, please contact the department administrator listed in [the Departmental Training Directory page](#) of [the My Learning website](#).

COMMUNITY CARE FOR HIGH STRESS AND TRAUMA: SKILLS AND PRACTICES

Class date: 3/27 – 9 a.m. to 10:30 a.m. **in person**

Length of class: 90 minutes

Instructor: Viviane Ephraimson-Abt

Participants learn about the Community Resilience Model (CRM)[®] and six practices for helping to support themselves and those in their lives with high stress and trauma. This introductory session provides basics about the nervous system and what happens in our mind and body during stress and trauma. We will explore 6 skills that support overall mental health and well-being. They are easy to use in our personal and professional life and can be shared with others. [Register for Community Care For High Stress and Trauma: Skills and Practices in My Learning.](#)

NOTICE AND RESPOND: ASSISTING PERSONS IN DISTRESS

Class date: 3/25 – 2 to 4 p.m. **in person**

Length of class: 2 hours

Instructor: Janelle Patrias

Category and/or theme: Elective/People-Centric

Grounded in the belief that “all learning has an emotional base,” Notice and Respond workshops reveal not only the dynamics of mental health situations, but also the undercurrents of human interaction around mental health situations. This interactive workshop uses a combination of learning modalities to learn how to recognize and respond to a range of mental health issues including suicide. Participants can expect to observe a realistic filmed scenario of a conversation with a distressed individual and engage in self-reflection and dialog in order to overcome fears, judgments, and hesitations to improve competence and confidence in helping situations. The session will also help participants explore how a mental health challenge can impact team dynamics, learn about response options they can use in their settings, including the supervisory role, and become familiar with campus resources available for all CSU community members. [Register for Notice and Respond: Assisting Persons in Distress in My Learning.](#)

LINKEDIN LEARNING

LinkedIn Learning. The Office of the Provost & Vice President for Academic Affairs launched free campuswide access to LinkedIn Learning, a robust online learning resource, for all CSU faculty, staff, and students. Providing access to LinkedIn Learning campuswide is part of the Office of the Provost’s strong commitment to provide ongoing learning opportunities for faculty, staff, and students to support professional development and student success. LinkedIn

Learning is an award-winning industry leader in online training, with a digital library of more than 18,000 courses covering a wide range of technical, business/professional, and creative topics, and new courses are added every week.

Talent Development is excited to have LinkedIn Learning available as a great resource for professional development for the campus community. We are offering opportunities to explore and engage with specific content.

LINKEDIN LEARNING NEURODIVERSITY IN THE WORKPLACE LEARNING PATH

We are excited to invite you to a Talent Development curated program of LinkedIn Learning content that aims to create a more inclusive and innovative workplace. This self-paced program is designed to help foster understanding, promote acceptance, and unlock the potential of neurodivergent individuals within our organization. Participants will gain a deeper understanding of neurodiversity and its potential impact on innovation and productivity, acquire practical tools and strategies for creating a more inclusive workplace, and hear firsthand experiences and success stories from neurodivergent individuals and advocates. Through this program, you will be able to choose from short videos or entire courses to gain either an overview or a deeper dive into the learning. Completion of all four steps will take approximately 2 hours. [Register for Talent Development's curated LinkedIn Learning Neurodiversity in the Workplace Learning Path in My Learning.](#)



Here are a few curated LinkedIn Learning courses around well-being and navigating changes:

[**LinkedIn Learning: Change Management for HR \(48 Min\)**](#)

[**LinkedIn Learning: Transforming Empathic Distress \(39 Min\)**](#)

[**LinkedIn Learning: Stop Stressing and Keep Moving Forward \(21 Min\)**](#)

[**LinkedIn Learning: Reduce Stress and Anxiety by Managing Your Nervous System \(36 Min\)**](#)

[**LinkedIn Learning: Train Your Brain to Unwind Stress and Anxiety Habits \(1 Hr. 5 Min\)**](#)

[**LinkedIn Learning: De-Stress: Meditation and Movement for Stress Management \(36 Min\)**](#)

[**LinkedIn Learning: Habits for Becoming Your Most Effective Self \(1 Hr.\)**](#)

[**LinkedIn Learning: The Nine Best Ways to Invest in Yourself \(40 Min\)**](#)

[**LinkedIn Learning: Self Compassion When Compassion is Difficult \(36 Min\)**](#)

[**LinkedIn Learning: Being Your Own Fierce Self-Advocate \(1 hr.\)**](#)

[**LinkedIn Learning: The Courage of Self Compassion \(43 Min\)**](#)

[**LinkedIn Learning: Coaching Yourself and Your Team from Uncertainty to Action \(31 Min\)**](#)

[LinkedIn Learning: Strategic Agility \(1 Hr.\)](#)

[LinkedIn Learning: Navigating the Demographic, Economic, and Geopolitical Landscape as a Leader \(56 Min 43s\)](#)

[LinkedIn Learning: Leading through Challenges: Strategies for Executive Leaders \(53 Min\)](#)

CENTER FOR MINDFULNESS OFFERINGS

Colorado State University's Center for Mindfulness is a center working intentionally and collectively to create conditions that inspire personal and community transformation leading to mindful communities and fostering socially conscious, compassionate, and mindful leaders. Please visit [the CSU Center for Mindfulness website](#) for more information. Filter the Learning Library using the "C4M" tag to quickly find available offerings.

MINDFUL MOVEMENT AND SOUND BATH

Class date: 4/11 - 2 to 4 p.m. **in person**

Length of class: 2.5 hours

Instructor: Debora Colbert, Ph.D.

This new moon Mindful Movement and Sound Bath wellness event will offer a harmonious blend of guided meditation, mindful movement/yoga, and a soothing sound bath. Harness the serene ambiance of the new moon energy to align your intentions, encourage rejuvenation and self-discovery, and find inner balance. This event promises to leave you feeling refreshed, renewed, and ready to embrace the new lunar cycle with intention and positivity. All experience levels are welcome. Additional information provided upon registration. [Register for the Mindful Movement and Sound Bath in My Learning.](#)

UNIVERSITY EMPLOYEE ORIENTATION

New employees will be notified by email about the different University Employee Orientation options based on their specific employment categories. Email [Nakia Lilly](#) with questions about University Employee Orientation.

REGISTRATION AND CONTACT INFORMATION

For online registration instructions, please refer to the My Learning Registration Guide available at mylearning.colostate.edu. For registration assistance, please email MyLearning@colostate.edu.

Additional Professional Development Offerings Across Campus

Many departments at CSU offer training through My Learning. The Learning Library in My Learning can be filtered using the "TD" tag to see only Talent Development's classes. Go to the Professional Development category and click view all, then select the "TD" tag to filter. Tags are also found on each training card. A list of other departments hosting trainings in My Learning is available on [My Learning's Content by Department webpage](#).

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