



# TALENT DEVELOPMENT

## COLORADO STATE UNIVERSITY

[training.colostate.edu](https://training.colostate.edu)

(970) 491-1376

[CSUTraining@colostate.edu](mailto:CSUTraining@colostate.edu)

### Early Fall 2024 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 trainings. 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.



#### Did you know?

Many departments at CSU offer trainings 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 Departmental Training Directory webpage](#).

#### Facebook

Join us on Facebook by requesting membership to our private group: Colorado State University Talent Development. The CSU Talent Development Facebook page is another avenue for online connection and micro-learning for our staff and faculty. We will post research-based content that correlates to our curricula. We have periodic questions planned that provide reflection, engagement, or respite and generate uplifting conversations.

#### Talent Development Focus Certificates

Our specialized programs give learners an opportunity to explore a particular interest area in-depth, while working toward and being recognized with a certificate for completing a set of trainings in a specific focus area. Talent Development topic areas include strengths development, positive psychology, and appreciative inquiry.



## PROFESSIONAL DEVELOPMENT CLASSES - ELECTIVES (in alphabetical order)

### **BUILDING A STRENGTHS-BASED CULTURE**

**Class date:** 10/10 – 9 a.m. to 12 p.m. **in person**

**Instructor:** Evan C. Welch

Strengths-based teams help organizations bring out the best in every team member and create engaging, high-functioning work environments. This session will provide the practical skills and strategies to create and sustain a strengths-based organizational culture. Topics will include designing and measuring strengths-based goals, strengths-based coaching, and engaging employees through focus on continued investment in their strengths. **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 Certificate: Strengths Development.* [Register for Building a Strengths-Based Culture in My Learning.](#)

**Length of class:** 3 hours

**Category and/or theme:** Elective/Systems Thinking

### **BUILDING OPTIMISM**

**Class dates:** 8/26 – 4 to 6 p.m. **or** 8/27 – 10 a.m. to 12 p.m. **online**      **Length of class:** 2 hours

**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.](#)

**Category and/or theme:** Elective/Self-Discovery

### **CRAFTING GOALS WITH THE SMART METHODOLOGY**

**Class date:** 10/17 – 1 to 3:30 p.m. **online**

**Instructor:** Marsha Benedetti

This workshop introduces the SMART goal framework, which details five traits that all successful goals should include. Practicing the SMART methodology allows employees and supervisors to craft goals that provide a deeper understanding of their purpose and how success will be measured. Having clear goals can also help facilitate more meaningful conversations between employees and supervisors throughout the year around work performance and career development. You will have the opportunity to work on a goal during the workshop and leave with a roadmap for crafting your SMART goals. [Register for Crafting Goals with the SMART Methodology in My Learning.](#)

**Length of class:** 2.5 hours

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

### **CRUCIAL CONVERSATIONS (Four-part workshop)**

**Four-part training, all dates are required:** 10/29, 10/31, 11/5, and 11/7 – 8 a.m. to 12 p.m. **in person**

**Length of class:** Four 4-hour sessions, 16 hours total

**Instructor:** Deb Colbert, Ph.D.

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 Oct. 21. More information on payment by internal order in Kuali is provided upon registration.* [Register for Crucial Conversations in My Learning.](#)

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

### **DEVELOPING RESILIENCE: STRENGTHENING YOUR ADAPTIVE POWER**

**Class date:** 9/18 – 9 to 11:30 a.m. **online**

**Instructor:** Marsha Benedetti

Resiliency, the capacity to endure and adjust in the face of challenges, is a skill that can be nurtured throughout our lives. In this class, we offer you tools and strategies for enhancing your ability to overcome obstacles and setbacks. Through interactive discussions and reflective exercises, you will be equipped with skills that will help you thrive

**Length of class:** 2.5 hours

**Category and/or theme:** Elective/Self-Discovery

amidst adversity and the ever-changing working environment. This is replacing a previous class titled Building Your Professional Resilience. There may be some overlap of content. *This class counts towards the Talent Development Focus Certificate: Positive Psychology.* [Register for Developing Resilience: Strengthening Your Adaptive Power in My Learning.](#)

### **DISSECTING ORGANIZATIONAL CULTURE**

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

**Instructor:** Michele Newhard, Ph.D.

**Length of class:** 2.5 hours

**Category and/or theme:** Elective/Team Effectiveness

Management guru Peter Drucker said, “Culture eats strategy for breakfast.” Culture is dynamic and often elusive, and as such, can be difficult to pin down. Inspired by the earlier “Team Culture Spotlight,” in this course we will examine team culture through the Competing Values Framework of Quinn & Peterson (2011), as well as revisit Schein’s enduring model (2016). You will have an opportunity to examine your own team through this content. [Register for Dissecting Organizational Culture in My Learning.](#)

### **EXPLORING CONFLICT BEHAVIORS**

**Class date:** 9/10 on South Campus – 9 to 11:30 a.m. **or 9/12 – 1 to 3:30 p.m. in person** **Length of class:** 2.5 hours

**Instructor:** Deb 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.](#)

### **FEEDFORWARD: AN EXPLORATION \*NEW\***

**Class date:** 10/8 – 9 to 11:30 a.m. **online**

**Instructor:** Michele Newhard, Ph.D.

**Length of class:** 2.5 hours

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

In the workplace, we face a particular conundrum—we know how important feedback is for performance and yet often, facing it can activate our survival mechanisms rendering us defensive instead of open to improvement. Executive educator and coach, Marshall Goldsmith wrote about the concept of feedforward in the early 2000s, taking a different approach to presenting feedback; one that inquires about ideas and suggestions for growth and improvement. Fortified by the foundational underpinnings of appreciative inquiry and strengths-based psychology, this course will dive into feedforward and give the learner the space to decide how to incorporate it into their situation. **Prerequisite:** Must have completed *Embracing Appreciative Inquiry* to enroll in this training. [Register for Feedforward: An Exploration in My Learning.](#)

### **INTRODUCTION TO STRENGTHS**

**Class date:** 9/12 – 9 to 11:30 a.m. **online**

**Instructor:** Marsha Benedetti

**Length of class:** 2.5 hours

**Category and/or theme:** Elective/Self-Discovery

Based on decades of research conducted by the Gallup Organization, a strengths-based focus can enhance an individual’s ability to deliver optimal performance. This training will use the results of the CliftonStrengths assessment to teach the three components of strengths development. Pre-work required, please see Learner Notes upon registration. NOTE: If you have taken Mindset for Supervisors or a customized strengths training, this training is not recommended because the content will be similar. *This class counts for the Talent Development Focus Certificate: Strengths Development.* [Register for Introduction to Strengths in My Learning.](#)

## **MINDFUL LEADERSHIP**

**Class date:** 8/28 - 1 to 3 p.m. **in person**

**Instructor:** Deb Colbert, Ph.D.

**Length of class:** 2 hours

**Category and/or theme:** Elective/Self-Discovery

As Dr. Ellen Langer suggests, remaining mindful allows us to recognize multiple perspectives and parse new information into categories that help us better understand and overcome a challenge (1997). Research from leading scholars on mindfulness such as Langer, Kabat-Zinn, and Marturano provides a backdrop to apply this scientifically-underpinned concept to the action of leadership. In this session, we will explore how mindfulness can improve a leader's performance and outcomes. [Register for Mindful Leadership in My Learning.](#)

## **MINDFUL LEADERSHIP ADVANCE (Two-day workshop)**

**Two-part training, both days are required: 11/12 and 11/19 - 8:30 a.m. - 4:30 p.m. in person**

**Length of class:** Two 8-hour sessions, 16 hours total

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

In this two-part series, learn techniques of mindfulness to improve your leadership effectiveness. We live in a VUCA world, meaning that situations marked by volatility, uncertainty, chaos, and ambiguity dominate. It is no wonder that in response, so many leaders experience a lack of focus, extreme distraction, and frenzied multitasking. During this two-part series you will learn research and techniques of mindfulness to improve your leadership effectiveness. Topics include strengths & mindfulness, mindful communication & mindful scheduling, habits & mindfulness, vulnerability, and much more. Instead of calling these events a "retreat," we are capturing the transformative potential in the name "Advance," since mindfulness applied to the act of leadership can provide a roadmap to transformation. Attendance at both sessions is required. **Prerequisite:** Must have completed *Mindset for Supervisors, Introduction to Strengths*, or a customized team Strengths workshop to enroll in this training. The Mindful Leadership two-hour training is encouraged. [Register for Mindful Leadership Advance in My Learning.](#)

## **THE FIVE LANGUAGES OF APPRECIATION AT WORK \*NEW\***

**Class date:** 10/15 - 9 to 11:30 a.m. **online**

**Instructor:** Evan C. Welch

**Length of class:** 2.5 hours

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

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 towards the Talent Development Focus Certificate: Positive Psychology.* [Register for The Five Language of Appreciation at Work in My Learning.](#)

## **UNMASKING LEADERSHIP: EMBRACING VULNERABILITY FOR GROWTH**

**Class date:** 8/29 - 9 to 11:30 a.m. **online**

**Instructor:** Evan C. Welch

**Length of class:** 2.5 hours

**Category and/or theme:** Elective/Self-Discovery

In this session, participants will learn how to identify and navigate the hidden "side-hustle" of covering up weaknesses, managing other people's perceptions, and trying to avoid vulnerability. By identifying and unpacking an unexamined work-fear, participants will explore the liberating strength of vulnerability, develop strategies to break free from the cycle of self-doubt, and cultivate authenticity. [Register for Unmasking Leadership: Embracing Vulnerability for Growth in My Learning.](#)

## **UTILIZING ARTIFICIAL INTELLIGENCE AS A PRACTICAL TOOL**

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

**Instructor:** Evan C. Welch

**Length of class:** 2.5 hours

**Category and/or theme:** Elective/Systems Thinking

In this session, participants will explore practical tools to effectively integrate artificial intelligence into work roles and gain insights into tailoring artificial intelligence to meet their needs. Participants will explore how to engage artificial intelligence as a reliable companion to assist with leadership development and aid in elevating decision-making

processes. Colleagues will work together to explore the art of crafting impactful artificial intelligence prompt to unlocking the potential of artificial intelligence in daily work. The group will address and normalize fears surrounding the incorporation of artificial intelligence, gaining confidence in harnessing its power as a valuable and engaging tool. [Register for Utilizing Artificial Intelligence as a Practical Tool in My Learning.](#)

## **SUPERVISOR DEVELOPMENT PROGRAM CLASSES**



### **Required Training for All Supervisors and 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. The offices of Inclusive Excellence, Equal Opportunity, and Human Resources contribute to the training selections.

*Required training* for **all** supervisors (to be completed in a three-year time span): The required training includes completion of all four trainings in the foundation category and an additional two trainings 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 all four 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.)

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 four foundation trainings plus any two core or elective trainings. If you are interested in pursuing the full Supervisor Development Program Certification, you may enroll in the My Learning program of that title as well. [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 four 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:**

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

**MINDSET FOR SUPERVISORS (Two-part workshop online)**

**Two-part training, both dates are required: 10/1 and 10/4** – 9 to 11:30 a.m. **online**

**Length of class:** 2.5 hours each, 5 hours total

**Instructor:** Michele Newhard, Ph.D.

**Category and/or theme:** Foundation

In this training, 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 the mission of the institution. NOTE: Mindset for Supervisors is the recommended first training for the required Supervisor Development Program and Supervisor Development Program Certification. *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 (Two-part blended learning program)**

**Two-part training, both parts are required:** self-paced course **online, followed by live training**

**Class date: 9/10** – 1 to 3 p.m. **in person** For the Sept. 10 session, you will be invited to enroll in the online course on Aug 27. Completion of the online portion between Aug. 27 and Sept. 9 is required prior to registering for the session.

**The session on Sept. 9 will be held in person.**

**Class date: 10/7** – 1 to 3 p.m. **online** For the Oct. 7 live online session, you will be invited to enroll in the online course on Sept. 23. Completion of the online portion between Sept. 23 and Oct. 7 is required prior to registering for the live online session. **The session on Oct. 7 will be held online.**

**Length of class:** 2-hour live training, up to 4 hours total

**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.](#)

**DIVERSITY, EQUITY AND INCLUSION FOUNDATIONS (Formerly known as Inclusive Excellence Part 1)**

**Class dates: 8/27** – 1 to 3 p.m. **or 11/14** – 9 to 11 a.m. **online or 10/7** – 1 to 3 p.m. **in person**

**Length of class:** 2 hours

**Category and/or theme:** Foundation

**Instructors:** Sponsored by the Office for Inclusive Excellence

In this training you will learn CSU’s definitions of diversity, equity and inclusion, discuss why pursuing diversity, equity and inclusion is a best practice for any organization, and practice listening and storytelling as skillsets for understanding how we can better support our peers. [Register for Diversity, Equity and Inclusion Foundations in My Learning.](#)

**UNCOVERING BIAS (Formerly known as Inclusive Excellence Part 2)**

**Class dates: 9/12** – 9 to 11 a.m. **or 11/18** – 1 to 3 p.m. **online or 10/15** – 1 to 3 p.m. **in person**

**Length of class:** 2 hours

**Category and/or theme:** Foundation

**Instructors:** Sponsored by the Office for Inclusive Excellence

This interactive session will explore unconscious bias: what it is, how it forms, how it can affect ourselves and our peers, and what we can do to mitigate our own unconscious biases moving forward. [Register for Uncovering Bias 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](#).

#### **STRENGTHS-BASED LEADERSHIP**

**Class date:** 10/16 – 9 to 11:30 a.m. **in person**

**Instructor:** Marsha Benedetti

Strengths-based leadership explores the four domains of leadership necessary for all teams: Executing, Relationship Building, Influencing and Strategic Thinking. Based on the results of the CliftonStrengths assessment, participants will explore their domain(s) and discover how to invest time in various job responsibilities to best contribute to department and organization. **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 Certificate: Strengths Development.* [Register for Strengths-Based Leadership in My Learning.](#)

**Length of class:** 2.5 hours

**Category and/or Theme:** Core/Self-Discovery

#### **SYSTEMS THINKING: YOUR ROLE IN THE BIG PICTURE**

**Class date:** 9/19 – 9 a.m. to 12 p.m. **in person**

**Instructor:** Michele Newhard

Systems Thinking has been summed up with the notion that a system is greater than the sum of its parts. In this approach to management, we will examine the numerous connections between all aspects of the whole, as well as the resulting ripples that affect the greater whole when action is taken. **Prerequisite:** Must have completed *Mindset for Supervisors, Introduction to Strengths*, or a customized team Strengths workshop to enroll in this training. [Register for Systems Thinking: Your Role in the Big Picture in My Learning.](#)

**Length of class:** 3 hours

**Category and/or Theme:** Core/Systems Thinking

#### **THE POWER OF FEEDBACK: CONSTRUCTIVE AND POSITIVE**

**Class date:** 10/10 – 1 to 3:30 p.m. **online**

**Instructor:** Marsha Benedetti

It is essential to understand the power of feedback, especially in the role of a supervisor. This training will focus on tools to deliver constructive feedback. We will also look at the benefits of providing positive reinforcement to employees to ensure they know their value to the department's success. [Register for The Power of Feedback: Constructive and Positive in My Learning.](#)

**Length of class:** 2.5 hours

**Category and/or theme:** Core/People-Centric Skills

#### **TRUST: THE ESSENTIAL ELEMENT**

**Class date:** 9/10 – 4 to 6:30 p.m. **online** or 9/11 – 1 to 3:30 p.m. **in person** **Length of class:** 2.5 hours

**Instructor:** Evan C. Welch

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 Trust: The Essential Element in My Learning.](#)

**Category and/or Theme:** Core/Team Effectiveness

### **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.

## SPOTLIGHT RECORDINGS AVAILABLE IN MY LEARNING

The recordings of our previously offered Spotlight Learning sessions have been made available to you in My Learning as self-paced eLearning courses. In the Learning Library, filter by Course and the Talent Development “TD” tag to view the available eLearning courses. Please note that we do not provide recordings of our longer classes.

## CLASS OFFERINGS FROM 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](#).

Talent Development has partnered with several departments to promote the training offerings they provide for university employees. This includes the Career Center, the Health Network, the Office of Inclusive Excellence, and the PRIDE Resource Center. The trainings or certificate programs listed here are eligible to be counted as an elective in the Supervisor Development Program: Certification program if they show as complete on your My Learning dashboard.

### **CREATING INCLUSIVE EXCELLENCE PROGRAM (CIEP)**

**Length of program:** 6 2-hours classes, 12 hours total

**Category and/or theme:** Elective

**Instructors:** [Sponsored by the Office for Inclusive Excellence](#) **Contact:** Amber Sanchez

CIEP is a 12-hour certificate program sponsored by the Office of Inclusive Excellence that seeks to create diversity, equity, and inclusion practitioners at CSU. [Register for Creating Inclusive Excellence Program \(CIEP\) in My Learning.](#)

### **ELEVATE: STUDENT SUPERVISION FOCUS CERTIFICATE**

**Length of program:** 7 1.5-hour classes, 11 hours total

**Category and/or theme:** Elective

**Instructors:** [Sponsored by the Career Center](#)

**Contact:** Brayden Antonio

This program will train staff & faculty on student employee supervision & leadership through hiring essentials, career competencies, student development & generational theory & foundational work in diversity, equity & inclusion. [Register for ELEVATE: Student Supervision Focus Certificate in My Learning.](#)

### **NOTICE AND RESPOND: ASSISTING PERSONS IN DISTRESS**

**Class date:** 10/3 – 10 a.m. to 12 p.m. **in person**

**Length of class:** 2 hours

**Instructor:** Janelle Patrias, [CSU Health Network](#)

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

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.](#)

### **SAFE ZONE**

**Class dates:** 9/17 – 1 to 4 p.m. **or** 10/16 – 9 a.m. to 12 p.m. **in person** **or** 11/21 – 9 a.m. to 12 p.m. **or** 12/4 – 1 to 4 p.m. **online**

**Length of class:** 3 hours

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

**Instructors:** Sponsored by [the Pride Resource Center](#) and the Office for Inclusive Excellence **Contact:** Amber Sanchez



This training program is hosted through the Pride Resource Center with the objective of reducing homophobia, transphobia and cisheterosexism at CSU and in our surrounding community, thereby making CSU and Northern Colorado a safer environment for all members of our community across sexual and romantic orientations, gender identities and expressions, and intersections of identities. [Register for Safe Zone 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.](#)

## 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:** 9/17 - 2 to 4 p.m. **in person**

**Length of class:** 2 hours

**Instructors:** Deb Colbert, Ph.D. and Deedre Gantenbein

Offered by the CSU Center for Mindfulness, this full harvest moon wellness event will offer a harmonious blend of guided meditation, mindful movement/yoga, and a soothing sound bath. Harness the full 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 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.](#)

### **MINDFULNESS PRACTICE DROP-IN SESSIONS: (two session times)**

**Class dates:** Mondays 9/9, 9/16, 9/23, and 9/30 - 12:15 to 1 p.m. **in person in Lory Student Center Room 374 and Tuesdays 9/3\*, 9/10, 9/17, and 9/24 - 5:15 to 6 p.m. in person in Lory Student Center Room 372** \*9/3 will be in LSC room 376.

**Instructor:** Margit Hentschel, Ph.D.

CSU's Center for Mindfulness (C4M) is offering weekly Mindful September meditation practices for students, faculty and staff to manage stress with guided techniques that are designed to help focus awareness on the present moment. "Mindfulness practices can support you with tools to improve focus and concentration, relieve anxiety and depression, and positively contribute to your sleep and overall well-being," offers C4M's co-Director, Dr. Margit Hentschel, who will facilitate the September sessions. Everyone is welcome and beginners are encouraged to join these drop-in mindfulness practices. Each session is a stand-alone and no previous experience is needed. Please feel free to contact Margit Hentschel at 970-232-4273 or Deb Colbert at [Debra.colbert@colostate.edu](mailto:Debra.colbert@colostate.edu) if you have any questions. No registration is required, it is free and open to students, staff, and faculty.

## REGISTRATION AND CONTACT INFORMATION

**For online registration instructions**, please refer to the My Learning Registration Guide available at [mylearning.colostate.edu](http://mylearning.colostate.edu). **For registration assistance**, please email [MyLearning@colostate.edu](mailto:MyLearning@colostate.edu).

**Contact information:**  
**Talent Development**  
(970) 491-1376  
[training.colostate.edu](http://training.colostate.edu)

**Director:**  
Marsha Benedetti  
(970) 491-1773  
[marsha.benedetti@colostate.edu](mailto:marsha.benedetti@colostate.edu)

**Talent Development Specialist:**  
Michele Newhard, Ph.D.  
(970) 491-3758  
[michele.newhard@colostate.edu](mailto:michele.newhard@colostate.edu)

**Learning Management System Coordinator:**  
Diane Fromme  
(970) 491-7259  
[diane.fromme@colostate.edu](mailto:diane.fromme@colostate.edu)

**Instructional Designer:**  
Babette Kraft  
(970) 491-0497  
[babette.kraft@colostate.edu](mailto:babette.kraft@colostate.edu)

**Professional Development Program  
Administrator:**  
Debora Colbert, Ph.D.  
(970) 491-2645  
[debora.colbert@colostate.edu](mailto:debora.colbert@colostate.edu)

**Talent Development Specialist:**  
Evan C. Welch  
(970) 491-4537  
[evan.c.welch@colostate.edu](mailto:evan.c.welch@colostate.edu)

**Office Coordinator:**  
Nakia Lilly  
(970) 491-1376  
[nakia.lilly@colostate.edu](mailto:nakia.lilly@colostate.edu)