



# TALENT DEVELOPMENT

## COLORADO STATE UNIVERSITY



### SUPERVISOR FOUNDATION SERIES

**From Supervisor Development Program to Supervisor Foundation Series:** *The Supervisor Development Program is evolving with a new name - Supervisor Foundation Series - and an updated curriculum. We remain steadfast in our commitment to support supervisors with the tools to strengthen teams and confidently navigate CSU systems and policies.*

**The Supervisor Foundation Series** is a comprehensive professional development program designed to support CSU faculty, staff, and aspiring supervisors in strengthening their leadership capabilities. Through six interactive courses, participants explore core supervisory skills rooted in self-discovery, people-centric skills, team effectiveness, and systems thinking.

Developed by Talent Development, this program provides practical, real-world learning that enhances supervisory confidence and competence. Participants gain tools to foster positive work environments, inspire team engagement, and navigate the complexities of supervisory responsibility at CSU. Graduates of the series will be well-equipped to lead effectively and contribute to a connected, high-performing campus community.

## SUPERVISOR FOUNDATION SERIES PROGRAM

**Program overview:** The Supervisor Foundation Series program requires completion of the six professional development trainings listed below. Through completion of this program, you will have access to a downloadable My Learning certificate. The total time commitment is approximately 20 hours. Classes are held in either online or in-person formats. [Register for the Supervisor Foundation Series program in My Learning.](#)

- **Mindset for Supervisors** We recommend this class be completed first (4-hour class, 5 hours online)
- **Rules of the Road** (1.5-hour online course followed by 2-hour live training)
- **Discovering Your Emotional Intelligence** (3-hour class)
- **People-Centric Leadership: The Power of Perspective Taking** \*New\* (3-hour class)
- **Trust: Establishing a Foundation for Effective Teams** (3-hour class)
- **Embracing Appreciative Inquiry: A Systems Thinking Perspective** (3-hour class)



## NEXT-LEVEL LEADERSHIP CERTIFICATION

**From Supervisor Development Program Certification to Next-Level Leadership Certification:** *This rebranded certification allows participants to choose from a wide selection of classes and experiences to create a personalized learning path in pursuit of their professional growth and next level of leadership.*

### NEXT-LEVEL LEADERSHIP CERTIFICATION JOURNEY

**Journey overview:** The Next Level-Leadership Certification journey requires the completion of the six foundation classes in the Supervisor Foundation Series program and six additional elective professional development classes. Talent Development offers a wide range of content around the four dimensions of leadership—self-discovery, people-centric skills, team effectiveness, and systems thinking. Participants are empowered to choose to target a specific growth area, hone a key skill, or broaden their leadership perspective in new and inspiring ways. The total time commitment is approximately 35-40 hours. Classes are held in either online or in-person formats. [Register for the Next-Level Leadership Certification journey in My Learning.](#)

- Complete the six foundation classes in the Supervisor Foundation Series program
- Choose an additional six elective classes offered through Talent Development

#### **Elective Professional Development Classes:**

For the Next-Level Leadership Certification journey, participants select six elective classes based on their professional goals and areas of interest. Classes are rotated five times a year and offerings will vary. *Classes that have a prerequisite requirement are marked with an \** Additional elective classes will be added in the future. This category provides the opportunity to request a maximum of two elective credits for alternative learning experiences. Use the form available on [the Talent Development website](#) to submit your request.



#### **Self-Discovery**

- ☐ [Advanced Strengths Development\\*](#)
- ☐ [Coachability: Embracing Your Mindset for Growth](#)
- ☐ [Exploring the Appreciative Resilience Model\\*](#)
- ☐ [Innovation: Exploring Your Creative Mindset](#)
- ☐ [Leveraging Strengths for Personal Effectiveness\\*](#)
- ☐ [Mindful Leadership Advance\\*](#)
- ☐ [Personal Effectiveness and Time Management](#)
- ☐ [Self-Coaching: What Do You Think?\\*](#)
- ☐ [Strengths-Based Leadership \\*](#)
- ☐ [Unmasking Leadership: Embracing Vulnerability for Growth](#)

#### *\*Prerequisites required*

- ☐ [Building Optimism](#)
- ☐ [Developing Resilience: Strengthening Your Adaptive Power](#)
- ☐ [Holistic Leadership for Emerging Leaders\\*](#)
- ☐ [Introduction to Strengths](#)
- ☐ [Mindful Leadership](#)
- ☐ [Mindful Leadership Advance II: Apply and Practice Ahead\\*](#)
- ☐ [Rest: A New View on Workplace Performance\\*](#)
- ☐ [Self-Coaching with E's: Appreciative Inquiry Self-Coaching\\*](#)
- ☐ [Strengths In and Out of Balance\\*](#)



## People-Centric Skills

- ☐ [Appreciative Coaching\\*](#)
- ☐ [Coaching Basics for the Workplace](#)
- ☐ [Crucial Conversations](#)
- ☐ [Effective Communication & Conflict Resolution Skills](#)
- ☐ [Exploring Conflict Behaviors](#)
- ☐ [Integrity: Building the Character of Great Leadership](#)
- ☐ [Navigating Emotional Dynamics in Challenging Dialogues](#)
- ☐ [Strengths-Based Coaching\\*](#)
- ☐ [The Five Languages of Appreciation at Work](#)

*\*Prerequisites required*

- ☐ [Appreciative Conversations and Questions\\*](#)
- ☐ [Crafting Goals with the SMART Methodology](#)
- ☐ [Dealing with Difficult People](#)
- ☐ [Empathy: The Ability to Connect with Others](#)
- ☐ [Feedforward: An Exploration\\*](#)
- ☐ [Managing Cognitive Distortions with Powerful Questions\\*](#)
- ☐ [Start Asking for Feedback](#)
- ☐ [Subtleties of Communication](#)
- ☐ [The Power of Feedback: Constructive and Positive](#)



## Team Effectiveness

- ☐ [Accountability that Strengthens Teams](#)
- ☐ [Creating an Engaged Environment for Hybrid Teams](#)
- ☐ [Effective Teams\\*](#)
- ☐ [Leading Hybrid Teams](#)
- ☐ [Situational Leadership](#)
- ☐ [Understanding Generation Z](#)

*\*Prerequisites required*

- ☐ [A New Hope: Embrace the Power of Connection](#)
- ☐ [Dissecting Organizational Culture](#)
- ☐ [Happiness at Work and Why We Should Care](#)
- ☐ [Leading the Way: Developing Transformational Leadership Skills](#)
- ☐ [Team Building](#)



## Systems Thinking

- ☐ [Applying Appreciative Inquiry in the Workplace\\*](#)
- ☐ [Building a Strengths-Based Culture\\*](#)
- ☐ [Critical Thinking](#)
- ☐ [Incorporating Gratitude into Your Leadership Style](#)
- ☐ [Navigating Change: A Structured Approach to Successful Transitions](#)
- ☐ [Project Management](#)
- ☐ [Utilizing Artificial Intelligence as a Practical Tool](#)

*\*Prerequisites required*

- ☐ [Appreciative Leadership\\*](#)
- ☐ [Celebrate What's Right](#)
- ☐ [Cultivating Curiosity in the Workplace](#)
- ☐ [Introduction to SOAR\\*](#)
- ☐ [Navigating Complexity with Clarity](#)
- ☐ [Systems Thinking: Your Role in the Big Picture\\*](#)