Personal Growth and Identity

**Navigating the Post-pandemic Workplace**
How will we reconnect with our coworkers and reestablish working routines? How can we help create a safe working environment by following new procedures? This course focuses on how employees can foster their flexibility and resiliency in the post-pandemic workplace. (elevateU, 8 minutes)

**Everything DiSC®: Behavioral Styles at Work**
DiSC is a simple tool designed to help you understand yourself AND other people. Everything DiSC® helps you build more effective working relationships based on an understanding of different behavioral styles. (September 22)

**Identify & Maximize Your Strengths**
Living your best life begins when you tap into your unique talents, and it starts by completing the CliftonStrengths Assessment. Identify your natural patterns of thinking, feeling and behaving, so that you can discover what makes you exceptional and maximize your potential. (September 2)

Navigating Relationships

**Conflict Management**
Using the Vistelar Confidence in Conflict: 12-Step Playbook, we address the entire spectrum of human conflict, from non-escalation (preventing conflict) to stopping a threat. Our Unified Conflict Management System uses consistent principles, tactics, and terminology that are simple, systematic, and universal in their application. (August 30 AND 31)

**Crucial Conversations**
By learning how to speak and be heard (and encouraging others to do the same), you’ll begin to surface the best ideas, make the highest quality decisions, and then act on your decisions with unity and commitment. Learn step by step tools for promoting open, honest dialogue around high-stakes, emotional, or risky topics — at all levels of your organization. (2.5 day program beginning September 12)

Operational Support

**Process Mapping Series**
Through this new series, learners will gain the knowledge and skills needed to confidently begin their process improvement journey. Explore the basics of process mapping and key terminology with hands-on exercises and an opportunity to begin using the interactive process mapping tool, Promapp. (Next series kicks off September 1)

**Mitigating Bias in Hiring**
Learn best practices and procedures for reducing potential bias in the screening and interview process and obtain tools for increasing understanding and self-awareness. (September 14)

*Note: Additional dates will be made available later in the year and as classes fill up.*
Leading in the New Normal

**Leadership Library**
A curated collection of resources designed to assist leaders with the university's return to on-site work can be found in the online Leadership Library. Discover useful blogs, videos, online courses, newsletters and more.

**Leading in the Post-pandemic Workplace**
As we emerge from quarantine and social distancing, and adapt to these changing circumstances, organizational leaders will have many new priorities and employee safety to consider. The time is now to think about how you can reconnect with and reengage your people, review and rewrite your policies, and redesign your workspaces. (elevateU, 29 minutes)

**Strategic Planning**
Learn how to move from ideas to action in this hands-on workshop. Participants will gain a foundational base for implementing strategic planning in a unit. The premise is to start “where you’re at” as each unit will have different phases of strategic planning. (October 13)

**Performance Management for Hybrid Teams**
Performance management is the continuous process of identifying, measuring, and developing the performance of individuals and teams to better meet the strategic goals and objectives of an organization. While the overall goal of performance management is the same across all types of settings, it is important for supervisors to consider how the process should be adapted to better support and develop employees working in hybrid teams. This class will identify tips and strategies for developing strong and high performing hybrid teams using MSU’s Performance Excellence process. (October 27)

**Managing and Leading Across Multiple Locations**
Teams working from multiple locations may encounter a unique set of challenges. In this course we ask: what is the difference between managing and leading, and what does effective leadership in this new environment look like? Integrate new knowledge and skills into your leadership practice with interactive exercises and peer-to-peer learning. (September 29)

**Building Cohesive Teams**
Workplace environments are critically important to the ways teams participate in creating a healthy culture that fosters highly effective teamwork. Methods for building collaboration within a team and skills for influencing team performance will be presented. Explore strategies to increase team cohesiveness and establish positive day-to-day interactions to enhance communication, build team awareness and cultivate trustworthiness in the work culture. (September 15)

**Engaging Teams for Maximum Performance**
Developing a shared vision of success is a critical factor in driving team performance. Methods of building trust, setting goals and providing feedback to help enhance employee engagement and working relationships will be shared. Practical, critical tools are provided to enhance the long-term success of your team. (August 4)

Contact Information
Please email prodev@hr.msu.edu for more information.

*Note: Additional dates will be made available later in the year and as classes fill up.*