TALENT DEVELOPMENT
COLORADO STATE UNIVERSITY

training.colostate.edu   **(970) 491-1376**   **CSUTraining@colostate.edu**

Summer 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.

APPRECIATIVE LEADERSHIP

Class date: 5/16 – 9 to 11:30 a.m. **online**   **Length of class:** 2.5 hours
Instructor: Michele Newhard, Ph.D.   **Category and/or theme:** Elective/Systems Thinking

Framed with the five strategies of inquiry, illumination, inclusion, inspiration, and integrity, learn what appreciative inquiry scholars suggest could transform your leadership identity. Based on research developed around the appreciative inquiry mindset, this approach to leadership focuses on the relational practice of collaboration across the system. **Prerequisites:** Must have completed Mindset for Supervisors, Introduction to Strengths, or a customized team Strengths training AND either Applying Appreciative Inquiry in the Workplace or Embracing Appreciative Inquiry, to enroll in this training. Register for Appreciative Leadership in My Learning.

BUILDING OPTIMISM

Class date: 5/21 – 10 a.m. to 12 p.m. **online**   **Length of class:** 2 hours
Instructor: Michele Newhard, Ph.D.   **Category and/or theme:** Elective/Self-Discovery

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 Positive Psychology Focus Certificate. Register for Building Optimism in My Learning.

COACHABILITY: EMBRACING YOUR MINDSET FOR GROWTH

Class date: 6/20 – 1 to 4 p.m. **in person**   **Length of class:** 3 hours
Instructor: Evan C. Welch   **Category and/or theme:** Elective/Self-Discovery

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.

CRITICAL THINKING

Class date: 7/25 – 1 to 4 p.m. **online**   **Length of class:** 3 hours
Instructor: Marsha Benedetti   **Category and/or theme:** Elective/Systems Thinking

How often do you think about how you think? For most people, the answer is "not very often." And yet every day, we make decisions, generate ideas, draw conclusions, evaluate other people's opinions and so on. In this class, you can examine your thinking process, understand the impact of your decisions, and ensure alignment with organizational goals. Register for Critical Thinking in My Learning.

CRUCIAL CONVERSATIONS (Four-part workshop)

Four-part training, all dates are required: 6/18, 6/20, 6/25, and 6/27 – 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 May 28. More information on payment by internal order in Kuali is provided upon registration.* Register for Crucial Conversations in My Learning.

EXPLORING CONFLICT BEHAVIORS

Class date: 7/30 – 9 to 11:30 a.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.](#)

INCORPORATING GRATITUDE INTO YOUR LEADERSHIP STYLE

Class date: 5/14 – 9 to 11:30 a.m. **online**   **Length of class:** 2.5 hours
Instructor: Evan C. Welch   **Category and/or theme:** Elective/Systems Thinking

Practicing gratitude in the workplace positively affects employee morale, motivation, and well-being and is a powerful tool for developing strong teams. This course will introduce practical exercises and techniques for leaders on how to incorporate gratitude into their leadership style. Participants in this session will identify strategies and practices for fostering a culture of gratitude within their organization. Additionally, participants will consider how to express gratitude effectively, in their personal and professional lives. *This class counts towards the Talent Development Focus Certificate: Positive Psychology.* [Register for Incorporating Gratitude into Your Leadership Style in My Learning.](#)

INTRODUCTION TO SOAR

Class date: 7/16 – 9 to 11:30 a.m. **online**   **Length of class:** 2.5 hours
Instructor: Michele Newhard, Ph.D.   **Category and/or theme:** Elective/Systems Thinking

Are you looking for an energizing alternative to the traditional and deficit-based model SWOT? The SOAR Model, developed by appreciative inquiry experts Dr. Jackie Stavros and Dr. Gina Hinrichs, can be an infusion of positive energy for a depleted team hoping to build their future around a shared vision. Using SOAR for strategic planning is a chance to explore strengths, opportunities, aspirations, and results. In this class, we will experience how easy it can be to apply this model. *This class counts towards the Talent Development Focus Certificate: Appreciative Inquiry.* **Prerequisites:** Embracing Appreciative Inquiry OR Applying Appreciative Inquiry in the Workplace. [Register for Introduction to SOAR in My Learning.](#)

LEVERAGING STRENGTHS FOR PERSONAL EFFECTIVENESS

Class date: 6/17 – 1 to 3:30 p.m. **in person**   **Length of class:** 2.5 hours
Instructor: Joy Nyenhuis   **Category and/or Theme:** Elective/Self-Discovery

CliftonStrengths provide us with lenses to understand what we do best. How can you leverage your Top 5 CliftonStrengths Talent Themes to improve your personal effectiveness? To deal with time management challenges? Better manage your attention? Have more energy? Join us for this workshop style session with time for learning, reflection, and discussion. Participants will leave with personalized ideas and strategies to address time management challenges. **Prerequisite:** Must have completed the *Mindset for Supervisors* or *Introduction to Strengths* trainings or a team strengths workshop to enroll in this training. *This class counts towards the Talent Development Focus Certificate: Strengths Development.* [Register for Leveraging Strengths for Personal Effectiveness in My Learning.](#)

NOTICE AND RESPOND: ASSISTING PERSONS IN DISTRESS

Class date: 6/4 – 1 to 3 p.m. **in person**   **Length of class:** 2 hours
Instructor: Janelle Patrias   **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.

PERSONAL EFFECTIVENESS AND TIME MANAGEMENT

Class date: 6/3 – 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 our 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.

SAFE ZONE

Class dates: 7/11 – 8:30 a.m. to 12 p.m. **in person** or **8/7 –** 1 to 4:30 p.m. **online**
Length of class: 3.5 hours   **Category and/or theme:** Elective/People-Centric Skills
Instructors: Sponsored by the Office for Inclusive Excellence

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.

SELF-COACHING WITH E'S: APPRECIATIVE INQUIRY SELF-COACHING

Class date: 7/18 – 10 a.m. to 12 p.m. **in person**   **Length of class:** 2 hours
Instructor: Michele Newhard, Ph.D.   **Category and/or theme:** Elective/Self-Discovery

Research suggests that solution-focused questions in a self-coaching reflection promotes positive emotions and increases self-regulation of emotions, thoughts, or behavior as well as self-motivation efficacy. This course delves into a model of self-coaching anchored in appreciative inquiry. As a lens, appreciative inquiry examines the strengths, assets, and peaks to overcome the ingrained negativity bias and release creativity. Learners will reflect on questions for each stage of the model and debrief the experience. **Prerequisites:** (1) Mindset for Supervisors or Introduction to Strengths or a team Strengths workshop and (2) Embracing Appreciative Inquiry to enroll in this training. *This class counts towards the Talent Development Focus Certificate: Appreciative Inquiry.* Register for Self-Coaching with E's: Appreciative Inquiry Self-Coaching in My Learning.

START ASKING FOR FEEDBACK

Class date: 8/1 – 9 to 11:30 a.m. **in person**   **Length of class:** 2.5 hours
Instructor: Marsha Benedetti   **Category and/or theme:** Elective/People-Centric Skills

Research shows that less than one-third of employees say they receive useful feedback (Zenger Folkman, 2014) and yet, we generally just continue to ask supervisors to give more feedback. This training shifts the focus on feedback to be "receiver-driven." Asking for feedback sets up an environment for the receiver to engage in the conversation with confidence and curiosity, which can lead to valuable insight to help us grow. We will explore the concepts of asking for feedback: broadly, explicitly, and often. Register for Start Asking for Feedback in My Learning.

UNMASKING LEADERSHIP: EMBRACING VULNERABILITY FOR GROWTH *NEW*

Class date: 6/26 – 1 to 3:30 p.m. **in person**   **Length of class:** 2.5 hours
Instructor: Evan C. Welch   **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: 5/21 – 1 to 3:30 p.m. **online**   **Length of class:** 2.5 hours
Instructor: Evan C. Welch   **Category and/or theme:** Elective/Systems Thinking
In this session, participants will explore some of the current artificial intelligence tools 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 day-to-day work tasks. 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 (Half-day workshop in person OR Two-part workshop online)
Date: 6/12 – 8 a.m. to 12 p.m. **in person on South Campus Length of class:** 4 hours **OR Two-part training, both dates are required: 7/30 and 8/1 –** 9 to 11:30 a.m. **online Length of class:** 2.5 hours each, 5 hours total
Instructor: Evan C. Welch   **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 Strengths Development Focus Certificate.* Register for Mindset for Supervisors in My Learning.

RULES OF THE ROAD: FUNDAMENTALS PROGRAM (Two-part program)
Two-part training, both parts are required: self-paced course **online, followed by live training**
Class date: 6/11 – 10 a.m. to 12 p.m. **online** For the June 11 live online session, you will be invited to enroll in the online course on May 28. Completion of the online portion between May 28 and June 10 is required prior to registering for the live online session. **The session on June 11 will be held online.**
Class date: 7/11 – 1 to 3 p.m. **in person** For the July 11 session, you will be invited to enroll in the online course on June 27. Completion of the online portion between June 27 and July 10 is required prior to registering for the session. **The session on July 11 will be held in person.**
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: 5/7 – 1 to 3 p.m. **or 5/29 –** 9 to 11 a.m. **online or 8/1 –** 9 to 11 a.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: 5/20 – 9 to 11 a.m. **or 6/26 –** 1 to 3 p.m. **online**

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.

EFFECTIVE TEAMS

Class date: 7/9 – 9 a.m. to 12 p.m. **online**   **Length of class:** 3 hours

Instructor: Michele Newhard, Ph.D.   **Category and/or theme:** Core/Team Effectiveness

Effective teams are the cornerstone of organizational success. Learning to build teams is a skillset that can be learned, and in this course, you will gain knowledge for developing strong teams who embrace both a unit's mission and the University's. **Prerequisite:** Mindset for Supervisors, Introduction to Strengths, or a customized team Strengths training. Register for Effective Teams in My Learning.

EMBRACING APPRECIATIVE INQUIRY

Class date: 7/2 – 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:** Mindset for Supervisors, Introduction to Strengths, or a customized team Strengths 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: 5/29 – 1 to 3:30 p.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: 5/15 – 9 to 11:30 a.m. **in person**   **Length of class:** 2.5 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.

CAMPUS PARTNER - OFFICE OF INCLUSIVE EXCELLENCE

If you are taking classes for the Supervisor Development Program, you may also want to enroll in the Creating Inclusive Excellence Program (CIEP). Two classes; Diversity, Equity and Inclusion Foundations, and Uncovering Bias, count towards both programs.

CIEP is a 12-hour certificate program sponsored by the Office of Inclusive Excellence. The goal of the CIEP is to create diversity and inclusion practitioners who impact the climate and culture of Colorado State University towards Inclusive Excellence. Our mission follows the university's diversity strategic plan to create a campus where all members feel welcomed, valued, and affirmed and to enhance a multicultural competent workforce. Register for the Creating Inclusive Excellence Program 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: USE LINKEDIN LEARNING TO ENGAGE WITH YOUR TEAM

Class date: 5/30 – 12 to 2 p.m. **in person**   **Length of class:** 2 hours
Instructor: Deb Colbert, Ph.D.   **LinkedIn Learning Lunch and Learn**

This training will offer a hands-on blended learning experience of how to use the LinkedIn Learning resources to engage your team. Managers or supervisors who would like to help their team increase skills and competencies will find a broad range of topics available to encourage individualized growth. We will explore ways to create team learning experiences using Learning Courses, Learning Paths, and Learning Collections. Register for LinkedIn Learning: Use LinkedIn Learning to Engage with your Team in My Learning.

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: 6/6 – 2 to 4 p.m. **in person**   **Length of class:** 2 hours
Instructor: Rachel Dirks
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.](#)

SLEEP EDUCATION SERIES (6-week series)
Class dates: 5/21, 5/28, 6/4, 6/11, 6/18, and 6/25 – 12 to 1 p.m. **online**   **Length of class:** 1 hour
Instructor: Lauren Ziegler
In this 6-week online group program, you'll come away with a personal sleep success plan that works for your lifestyle so that you can sleep better and finally have the energy to focus on the things that are really important to you. In this immersive experience, Lauren Ziegler, C-IAYT & Sleep Coach, will guide you to leverage 5 pillars to optimize sleep quality, identify sleep disruptors, gain an understanding of your unique energy levels, and learn tools for relaxation. We will combine the main components of CBT-i (Cognitive Behavioral Therapy for Insomnia), mindfulness for sleep, and sleep meditation wisdom, giving you a science-based and heart-based approach to better enjoy your sleep. Join us if you deal with insomnia, or if you want to optimize your sleep, or if you just really value sleep and want to learn more! No registration is required, it is free and open to students, staff, and faculty. For more information on the series, please visit the [C4M Website.](#)

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.

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.

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