



## Learning & Development Catalog

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***Fresh ideas and actionable strategies for flourishing at work***

90-minute sessions

Email [cloc@umd.edu](mailto:cloc@umd.edu) to get started.

### **Virtual Zoom sessions**

up to 65 people = \$500

66-100 people = \$600

more than 100 people = contact us

### **In-person sessions**

up to 40 people = \$500

41-65 people = \$600

66-100 people = \$700

more than 100 people = contact us

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**ABC's of Resilience** | Explore and practice specific tools for calming your brain and dealing more effectively with stressful and unpredictable situations.

**Bring Your Whole Self to Work** | Learn why a more integrated you is a more productive you and practice tactics for putting the pieces together.

**Building a Culture of Generosity in Your Organization** | Explore the concept of “givers” and “takers” and the effect these behavior patterns can have on teams. Learn how to create a giving culture among your staff.

**Can I Give You Some Feedback?** | Discover strategies to provide honest, effective guidance.

**Exposing our Blinders: The Role of Unconscious Bias at Work** | We are all influenced by nonconscious drivers, or biases, that impact how we see the world. Learn about these blind spots, the impact they have, and how to begin building awareness.

**From Problem to Possibility: Leading from the Positive Edge** | Get farther faster by focusing on what's right rather than what's wrong. Learn strategies for enhancing the positive in your work environment.

**I'm Here for You: Making High Quality Connections at Work** | Quality interactions between coworkers are a cornerstone of a thriving workplace. Discover the essential components of these connections, what makes them so powerful, and how to create space for more of them.

**It's Situational: Becoming a Versatile Leader** | Leadership can be hard and complex. Those we supervise have unique skill sets, personalities, and needs. Effective leaders develop the art of adapting their leadership style to fit different situations and individuals. In this 90-minute interactive session, we will explore the principles of situational leadership and gain practical skills to inspire and empower your team. Discover how to assess people's development levels, apply the appropriate leadership style, and navigate common challenges.

**Managing Change in the Workplace** | The only constant in life is change. Learn about common reactions and emotions that accompany change and how to successfully navigate them.

**Managing Unsolvable Problems: Polarities at Work** | Do you often face a tug-of-war between two seemingly opposite values? Learn how to name and navigate the ups and downs of common workplace polarities.

**Mattering Matters: Increasing Well-being at Work** | Mattering, the need we all have to feel valued and to add value, is a concept that has been increasingly noted in recent research as a fundamental human need, and as something worthy of attention in the workplace. In this session, a basic overview of the concept of mattering will be presented, as well as its connection to well-being. Participants will have the opportunity to discuss examples from their own workplace experiences and learn strategies for cultivating a sense of mattering and prioritizing this in work environments.

**Meeting Your Goals: Strategies for Following Through** | Do you often set goals, but are unable to follow through? Explore the most effective processes for meeting your goals, and learn scientifically proven tools for staying on track.

**Navigating Relationships: What's Your Brain Got to Do with It?** | Explore how the instinctive tendencies of your brain affect your work and life. Learn strategies to harness its power to promote better communication, understanding, problem solving, and empathy.

**Not Another Recognition Banquet: Praise and Recognition for the Everyday User** | Learn why giving praise and recognition is so important, and how to do it effectively.

**The Science of Motivation** | Explore what motivates people, and put what we know into practice.

**Work Together Better: The Role of Psychological Safety** | Learn about creating an organizational culture where knowledge and innovation flourish because people feel safe to contribute their ideas.

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