



## 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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**ABCs of Resilience: How our Brain and Beliefs Shape Decisions Under Stress** | 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 in your group.

**Can I Give You Some Feedback?** | Discover why giving and receiving feedback can be hard. Learn the three types of feedback and strategies to provide honest, effective guidance.

**Create a Thriving Workplace: The Secret Sauce of Employee Engagement** | Explore Gallup’s 12 elements of employee engagement, examine the 3 root causes of job misery, and learn strategies to help you and others thrive at work.

**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 some common biases, the impact they can 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** | 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.

**Less but Better: The Art of Saying No** | Based on [Essentialism: The Disciplined Pursuit of Less](#) by Greg McKeown, this session will help you maximize your time and effort by learning to think like an essentialist.

**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. Learn what mattering is and leave with strategies for cultivating and prioritizing it at work.

**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.

**Monday Again? Tackling the Sunday Scaries** | The stress of the upcoming workweek can negatively impact both your mind and body. Explore how the Sunday Scaries show up in your life; learn what they might indicate about your employee experience; and develop a plan to address your Scaries.

**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 Five Dysfunctions of a Team** | Take a tour of Patrick Lencioni's [The 5 Dysfunctions of a Team](#) and uncover what might be holding your team back and some basic strategies for moving forward toward a functional and healthy state. Intermediate and advanced sessions are also available.

**The Science of Motivation** | Explore what motivates people at work, and learn how to 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.

**1% Better Every Day: The Power of Atomic Habits** | Explore the four laws of behavior change as described in James Clear's [Atomic Habits](#). Develop an action plan of tiny pivots to help you let go of old habits and develop new ones.

**#IamRemarkable** | It's long past time to break modesty norms and glass ceilings. Learn how to talk openly about your accomplishments in the workplace (and beyond) and develop the confidence and competence to engage in self-promotion. This program is especially relevant for those in under-represented groups.

Updated January 2025