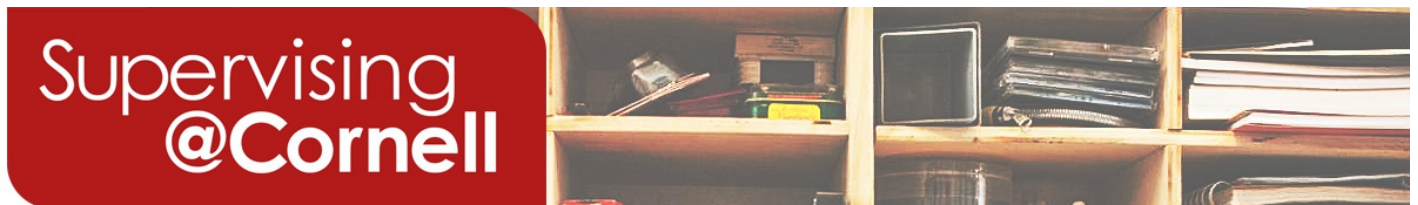




Course Modules



Supervising @Cornell training modules are groups of courses focused on a specific topic area. There are 9 core modules: a fundamentals of supervisory skills module, a module dedicated to Cornell-specific content, and seven modules aligned to the Leadership Skills for Success.

Participants must complete SUPERHR500 "Welcome to Supervising at Cornell," which then permits access to all other courses in whatever order you choose.

Note: courses without hyperlinks are in development.

[accordion]

Introduction

- [Welcome to Supervising at Cornell](#) (prerequisite for accessing all other Supervising@Cornell courses)

Interacting with Integrity

- Introduction by senior leaders
- [Interact with Integrity](#)
- Becoming a Powerful Leader: Evaluating Your Leadership (eCornell)
- [Navigating Your Own Emotions](#) (Skillsoft)
- [Emotional Intelligence: Owning Your Emotions](#) (Skillsoft)
- Managing Conflict Learning Lab (1 hour in person)
- Managing Conflict Learning Lab (1 hour Zoom)

Creating an Open and Inclusive Environment

- [Creating an Open and Inclusive Environment](#)
- Introduction by senior leaders
- [Inclusion @Cornell](#)- Compliance, Diversity Initiative, Creating Trust, Demonstrating Respect, Inviting Ideas, Integrating Flexibility, Speak-Up, Acknowledging People
- [Bridging the Diversity Gap](#) (Skillsoft)
- Dimensions of Diversity - Countering Bias in the Workplace: The Dimensions of Diversity (eCornell)
- [Understanding Unconscious Bias](#) (SkillSoft)
- [Overcoming Your Own Unconscious Biases](#) (SkillSoft)
- [Overcoming Unconscious Bias in the Workplace](#) (Skillsoft)
 - Unconscious Bias Learning Lab (1 hour in person)
 - Unconscious Bias Learning Lab (1 hour Zoom)
- [How Culture Impacts Communication](#) (Skillsoft)

- [Using Communication Strategies to Bridge Cultural Divides](#) (Skillsoft)
 - Cross Cultural Communication Learning Lab (1 hour in person)
 - Cross Cultural Communication Learning Lab (1 hour Zoom)
- HR 200 - Respect @Cornell: Addressing Sexual Assault and Sexual Harassment (CULearn)
- HR 201 - Maintaining a Harassment Free Workplace (CULearn)
- Supporting Others in Distress
- Wellbeing @Cornell
- Worklife Balance and Flexibility

Empower Staff to Act and Take Initiative

- [Empower Staff to Act and Take Initiative](#)
- Introduction by senior leaders
- [Initiative @Cornell](#)
 - Encourage Anticipatory Thinking, Actively Support Others, Using Mistakes, Balancing the Need for Input and Action, Provide Clear Directions and Expectations, Deliver Results
- [Risk Taking](#)
- [Effectively Directing and Delegating as a Manager](#) (Skillsoft)
- Examine the Drivers of Engagement (eCornell)
- [Positive Atmosphere: Establishing an Engaged Workforce](#) (Skillsoft)

Communicating Clearly & Consistently

- [Communicating Clearly & Consistently](#)
- Introduction by senior leaders
- Communication @Cornell
- Setting Expectations
- [The Art and Science of Communication](#) (SkillSoft)
- Displaying and Planning Mindful Communication (eCornell)
- Decision Making Moxie
- Assess Your Decision (eCornell)
- Account for Biases (eCornell)

Inspiring and Articulating a Shared Mission & Vision

- [Inspiring and Articulating a Shared Mission & Vision](#)
- Introduction by Senior Leaders
- Vision @Cornell
- Connecting Staff
- [Engaging Teams](#)
- Managing Change
- Consider What It Means to Be a “Change Agent” (eCornell)
- Develop Your Agenda for Change (eCornell)
- Define Engagement (eCornell)
- Using the Drivers of Motivation (eCornell)
- Resolving a Suspected Motivation Problem (eCornell)
- Align Your Network (eCornell)
- Understanding and Managing Staff Culture
- Process Improvement

Sound Judgment in Problem Solving

- [Sound Judgment in Problem Solving](#)
- Introduction by Senior Leaders
- Judgment @Cornell
- [Financial Stewardship and Ethical Conduct](#)
- [Decision Making Models](#)
- Sustainability Bottom Line Decision Making
- Assessing the Sustainability Competency of Employees

- Risk Management: Audits Perspective

Being a Great Coach

- [Being a Great Coach](#)
- Introduction by senior leaders
- Growth @Cornell
- Coaching for Success (May 2019)
- Developing Goals (May 2019)
- [The Power of Feedback: Giving and Receiving](#)
- Recognition and Awards
- Online tools for development
- Mentoring
- [Fostering Mentoring relationships](#) (SkillSoft)
- Creating a Coaching Culture

Foundational Supervisor Skills

- [Foundational Supervisor Skills](#)
- Introduction by Senior Leaders
- Recruitment, Hiring, Compensation, Retention and Best Practices
- [Welcoming New Employees](#)
- Workday Talent Functionality
- Workday Training with Wage and Hour
- Time Away from Work
- [Discipline](#)
- Performance Management Process and Practice
- Ombudsman
- Creating a Talent Management Culture
- Learning about Online Tools
- Running Effective Meetings
- Disability Accommodation
- Sexual Harassment
- FSAP
- Ombudsman
- Benefits

Understanding Cornell

- [Understanding Cornell](#)
- Introduction by Senior Leaders
- [Understanding the Academic Mission](#)
- [Understanding the Business of Cornell](#) by Paul Streeter
- The development, change, and creation of policy by Madelyn Wessel
- University Culture
- University Structure
- Contracts and Collective Bargaining Agreements
- OSHA Regulations
- Emergency Planning
- Data Protection
- University Vehicle Use
- Event Management

History of Cornell: Authored by Corey Earle

- Land Grant Mission
- The Founders and The Founding
- First American University
- Any Person: Student Diversity

- Any Study: Academic Innovation
 - The Big Red and The Ivy League and Big Red Athletics
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