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**

- Interact with Integrity - introduction by senior leaders
- Integrity @ Cornell
- Becoming a Powerful Leader: Evaluating Your Leadership (eCornell)
- Navigating Your Own 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 300: Responsibility at Cornell (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
Developing Goals
*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