Organizational Development & Effectiveness

Organizational Development and Effectiveness (ODE) works globally across Cornell’s campuses in Ithaca, Geneva, New York City, and Qatar to create individual and organizational excellence across six key areas – Organizational Development, Organizational Effectiveness, Educational Programming, Employee Career Success, Executive Coaching, and the Cornell Interactive Theatre Ensemble.

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Organizational Development

Organizational Development includes services to support team building, conflict resolution, climate & culture, team assessments, and more. We partner with you to assess the challenge and determine strategies to support the changes you are seeking. ODE can also create workshops for your group to aid staff in meeting their unit/division-specific goals, including custom-tailored sessions and retreats.

- Team Building Retreats
- Conflict Resolution
- Coaching/Executive Coaching
- Mentoring
- Climate & Culture
- Diversity, inclusion, and sexual harassment education through the Cornell Interactive Theatre Ensemble (CITE)
- Team Assessments - DiSC, 360, Herman Miller Brain Dominance, MBTI, Inclusive Leadership Compass, EQi 2 and several others.

Please reach out to Kathy Burkgren for additional information on any of the above offerings.
Organizational Effectiveness

Organizational Effectiveness includes strategies to increase productivity, enhance operational effectiveness, and align structural and human relations components.

Our services assist in implementing effective action plans and appropriate solutions toward achievement of organizational excellence.

- Strategic Planning
- Goal Alignment
- Organization Structure & Design
- Change Leadership
- Process Improvement

Please reach out to Kathy Burkgren or Tanya Grove for additional information on any of the above offerings.

Educational Programming

Learning is the heart of all we do at Cornell. Organizational Development & Effectiveness offers a variety of programs and workshops that can help you improve your work and build on professional knowledge, skills, and effective practices.

To learn more about the various online and in-person Career Skills programming offered, click [here](#).

- **Multi Day Leadership Programs** - Cornell strives to develop leaders who inspire others to dream more, learn more, do more and become more. At ODE we aim to help people to discover their leadership potential and advance in their leadership roles. Click [here](#) to learn more about the programs offered and how to register.
- **Short Courses for Leadership Development** – These comprise of virtual/in person offerings offered to employees at all levels (at no cost) and can be accessed through [CULearn](#). Click [here](#) for a list of offerings.
- **DFA Finance Training** - helps employees develop and enhance skills and knowledge by providing a detailed look into the Cornell Accounting/Finance function, as well as detailed training on the use of specific Cornell business tools and their associated policies and procedures. We offer certifications in Accounting, Procurement, Payroll as well a multitude of training on topics ranging from Cash Management to Risk Management and Audit. For more information please go to [https://www.dfa.cornell.edu/training-library](https://www.dfa.cornell.edu/training-library) or search for programs in [CULearn.cornell.edu](http://CULearn.cornell.edu).

To enroll yourself or other employees in training programs, please visit [https://culearn.cornell.edu/](https://culearn.cornell.edu/). If you have questions regarding the programming offered, please contact Deb Billups.

Career Development

The Employee Career Success Center supports the growth and retention of internal employees through career consultations, coaching, development of tools and resources, and programming.

Visit the [Career Success Center](#) for more information.

Executive Coaching

Our [Executive Coaching Program](#) provides services to faculty and staff utilizing Cornell's certified coaches.
The Executive Coaching Program is a powerful offering that helps our employees develop their leadership skills, build relationships, overcome challenges, accelerate their development, and achieve their goals. Coaching is a deliberate, one-to-one, process utilizing focused conversations to create an environment for individual growth, purposeful action, and sustained improvement.

Coaching serves leaders who are always looking for a way to improve themselves and their organizations. It is a process of self-leadership that enables people to gain clarity about who they are, what they are doing, why they are doing it, and where they want to go. Coaching uses a formal yet personalized approach that breaks down barriers to help achieve greater levels of accomplishment.

More information can be found [here](#).

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**CITE**

The Cornell Interactive Theatre Ensemble (CITE) uses interactive theatre to facilitate honest dialogue, self-awareness and organizational learning by creating a climate for participants that builds inclusion, fosters collaboration and gives participants knowledge and tools to take back to their own work environments.

CITE programs cover range of topics such as diversity and inclusion, sexual harassment, and major/annual gift officer training.

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