Career Skills

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.

Check Out Our Current Workshops

Professional Development Programs

Workshops and certificate programs to support professional skills such as giving and receiving feedback, identifying strengths, coaching, and facilitation.

Supervising @Cornell

An ongoing commitment, rather than a one-time training, to develop the best in ourselves and our staff. This online program enables each individual to access the resources available at Cornell University, at their own pace and on their own schedule, wherever they are.
**Supervisor Development Program**

A 7-module curriculum designed to be taken in sequence. Courses are 1.5-3 hours each in addition to pre-requisites. Each class will be offered twice this fall and once in the spring 2022 to allow participants the flexibility in attending.

**Organizational Development for Academics**

Tailored for Cornell's academic community, workshops include topics such as "Difficult Conversations," "Unconscious Bias in the Faculty Search Process," and programs focusing on classroom climate.

**Unit/Division Specific Programs**

ODE can create workshops designed to aid staff in meeting their unit/division specific goals, including tailored sessions and retreats.

**Contact Us**
About Organizational Development & Effectiveness

As part of Cornell Division of Human Resources, Organizational Development and Effectiveness (ODE) provides programs, tools, coaching, and consulting to Cornell staff and faculty to achieve individual and organizational effectiveness.

Our Vision

To create a culture of individual and organizational excellence.

About Us

Organizational Development and Effectiveness offers something for everyone, from communication and management skills to leadership programs, coaching and career development courses. Whether you’re an executive looking to enhance your leadership skills, a manager charged with driving organizational change, or an individual contributor seeking to broaden your skill set, we’ve got you covered.

The ODE team specializes in strategic planning, team building, Lean process improvement, workforce planning, change management, training both in-person and on-line, and coaching. The Cornell Interactive Theatre Ensemble (CITE) uses theatre to facilitate learning covering a range of topics such as diversity and inclusion, sexual harassment, or major or annual gift officer training.