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

Build Your Skills

Cornell-tailored programs and training to help you improve your work and build skills, as well as access to free external training resources from LinkedIn Learning and Skillsoft.

Professional Development
Be A Leader

At Cornell we encourage all our employees to act as leaders regardless of role, and provide workshops and programs to build leadership skills.

Leadership Development

For Supervisors

Training to bring out the best in yourself and others, whether you're already a supervisor, or want to move into a supervisory role.

Supervisor Development

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.

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

Contact Us