



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 a facilitation program.

- [More about Professional Development Programs](#)

Remote courses are being offered at this time. In-person leadership programs such as the Harold D. Craft Leadership Program, Turning Point, Building Teams and Leading Change, and Leading Cornell are not being offered until we can get back into the classroom.

Supervisor Development Program

New programming is nearing ready for launch in April, 2021 - check back here for more details!

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.

- [More about development for academics](#)

Unit/Division Specific Programs

ODE can create workshops designed to aid staff in meeting their unit/division specific goals. Contact Organizational Development & Effectiveness at Org_Dev@cornell.edu to schedule a session or retreat.

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.
