Talent Development

2021 Summer Catalog
Colby Talent Development Catalog Features

**EMPLOYEE/STAFF DEVELOPMENT**

*Open to faculty, staff, and supervisors*

Features professional development programs and workshops on various topics.

Focuses on:
- Business Acumen and Innovation
- Career Development
- Communications and Personal Development
- Diversity, Equity, and Inclusion
- Performance Improvement
- Technical and Other Colby Resources

**AUDIENCE SPECIFIC**

*Specific to a certain target audience*

Features customized programs and workshops on various topics for a target audience.

**SUPERVISOR DEVELOPMENT**

*Open to exempt (salaried) staff and supervisors*

Features customized programs and workshops on various topics for supervisors.

Some programs may be specific to supervisors only.

**ONLINE**

*Open to faculty, staff, and supervisors*

**Small Bites for the Brain**

Digestible video segments (in 5 minutes or less) to feed your mind and advance your development.

**HR On-Demand**

Customized online modules best practices on HR related topics, as well as other professional development focuses.

**LinkedIn Learning**

Thousands of online videos and courses, on a variety of professional development focuses.

Visit our current schedule link below to view ALL our workshops: colby.edu/humanresources/training-and-development/current-schedule/

For questions or assistance, please contact Melissa Breger (melissa.breger@colby.edu, 207-859-5509)
WORKSHOP

**Effective Work Partnerships: Using Questions to Drive Better Solutions**
Open to all faculty, staff, and supervisors

*This workshop is split over two sessions.*
Thursday, 6/10/21: 10 a.m. – 11:30 a.m. and Thursday, 6/17/21: 10 a.m. – 11:30 a.m.

The College relies on various departments working together to solve simple and complex tasks and challenges. In a culture that requires fast and quality action, it is essential that our advice to others be on target with their needs. By recognizing the depth and value of developing and asking questions to our partners, we can build stronger relationships and trust, increase our expertise being heard and used, and benefit the College overall.

Presented by Nancy Ansheles (Catalyst & Co.), this interactive virtual workshop will explore how to enter into or maintain a professional, trusting relationship with others and drive solutions through identifying questions that uncover needs, reflecting on the skills and behaviors that build partnerships, and learning together with colleagues about the challenges and solutions that impact success.

[Click here to read more and register.](#)

ONLINE

**SMALL BITES for the Brain**

NEW! **Small Bites presents Candor**
Designed by Colby Human Resources Talent Development
5 Minutes Length. [Click here to access.](#)

NEW! **Small Bites presents Learning**
Designed by Colby Human Resources Talent Development
5 Minutes Length. [Click here to access.](#)

EXPLOR MORE! [Small Bites videos.](#)

**LinkedIn Learning Courses**

**Constructive Candor: Important Conversations with Coworkers, Family, and Friends**
This course shares frameworks and mindsets to create a conversational environment where you can openly share your truth, do so in a caring and constructive way, and compellingly invite others to do the same.
[Click here to read more and access.](#)

**Leading Virtually: Vulnerability and Presence when Working from Home**
This course collects timely, relevant advice for leading virtual teams and projects. [Click here to read more and access.](#)

**Using Feedback to Drive Performance**
This course helps you develop the necessary skills for clear feedback communication.
[Click here to read more and access.](#)

For information on these sessions and future workshops, or to register, please go to: [colby.edu/humanresources/training-and-development/current-schedule/](colby.edu/humanresources/training-and-development/current-schedule/)

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**WORKSHOP**

**Cultivating a Growth Mindset**
Open to all faculty, staff, and supervisors

*This workshop is split over two sessions.*
Tuesday, 7/27/21: 10 a.m. – 11:30 a.m. and
Thursday, 7/29/21: 10 a.m. – 11:30 a.m.

Based on the book by Stanford Researcher, Dr. Carol Dweck, this program will explore the differences between a fixed and growth mindset and the benefits to individuals and organizations with building a growth mindset.

Presented by Nancy Ansheles (Catalyst & Co) and Princy Quadros Mennella, Ph.D, (Bay Path University, Neuroscience Program), this interactive virtual workshop will review the differences between a growth and fixed mindset, explain how the brain works to manage change, strengthen self-awareness of one’s mindset and the benefits around a growth mindset, identify strategies to implement for one’s self and teammates to cultivate a growth mindset and share resources to sustain a growth mindset in the face of upcoming changes.

Five copies of Dr. Carol Dweck’s book, ‘Mindset: The New Psychology of Success’ will be raffled at the end of the program.

**ONLINE**

**SMALL BITES for the Brain**

Small Bites presents Candor
Designed by Colby Human Resources Talent Development
5 Minutes Length. [Click here to access.]

Small Bites presents Learning
Designed by Colby Human Resources Talent Development
5 Minutes Length. [Click here to access.]

**EXPLORE MORE! Small Bites videos.**

**LinkedIn Learning Courses**

Adapting Leadership to Behavioral Styles
This course teaches leaders who want to become more effective and impactful to harness the power of behavioral assessments and the knowledge they provide. [Click here to read more and access.]

Building Trust
This course shows how professionals of all kinds can build trust with colleagues across their organization. [Click here to read more and access.]

For information on these sessions and future workshops, or to register, please go to: [colby.edu/humanresources/training-and-development/current-schedule/](colby.edu/humanresources/training-and-development/current-schedule/)

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WORKSHOP

The Art of Possibility at Work
Open to all faculty, staff, and supervisors

This is an in-person workshop.
Thursday, 8/12/21: 9 a.m. – 11 a.m.

By choosing to look at things in a new way, you can shift your thinking and begin to focus on the possibilities around you and with others. The Art of Possibility provides a framework for transforming the way we define ourselves, how we connect to others, and the environment we live and work in. This framework offers 12 principles to deepen our understanding of ways we can engage with others, innovate together, and lead from any chair.

Presented by Melissa Breger (Human Resources) and Meg Hatch (Dean of Students), this interactive in-person workshop will introduce engaging concepts and tips from Benjamin and Rosamund Zander on what it means to create possibilities, remove counteractive behaviors and mindsets, ignite a spark in others, and lead from any chair. We’ll also explore ways to apply some of these principles to our work.

Space is limited to 25 participants.
Food and refreshments will be provided.

Attendees will receive ‘The Art of Possibility by Rosamund and Benjamin Zander’ book following the session.

Click here to read more and register.

ONLINE

SMALL BITES for the Brain

NEW! Small Bites presents Delegation
Designed by Colby Human Resources Talent Development
5 Minutes Length. Click here to access.

NEW! Small Bites presents Time Management
Designed by Colby Human Resources Talent Development
5 Minutes Length. Click here to access.

EXPLORE MORE! Small Bites videos.

LinkedIn Learning Courses

How to Support Colleagues From Underrepresented Groups
This course explores how four ways of being generous to your connections yields generosity back, as well as how a scarcity mindset can keep you from supporting others.
Click here to read more and access.

Leading with a Growth Mindset
This course shows how to focus your mindset to make your brain stronger, and gives you the skills and techniques to help you build a growth mindset to improve your communication, develop other members of your team, and build a culture of trust.
Click here to read more and access.

For information on these sessions and future workshops, or to register, please go to: colby.edu/humanresources/training-and-development/current-schedule/
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