LEADERSHIP and PROFESSIONAL DEVELOPMENT OPPORTUNITIES
The **Diversity Development Institute (DDI)** signature program is its Certificate Series that is open to all employees. The series offers more than 20 four-six hour courses that build awareness, develop skills, and fosters community around a broad range of diversity and inclusion topics. The program is open to all employees.

**Other professional development programs offered by DDI include:**

- **Conversation Salons** – Monthly one hour conversations held over the lunch break that promote better dialogue around big questions.

- **Inclusive Teaching Series** – A cohort program that focuses on transforming classrooms into inclusive environments where everyone learns.

- **Implicit Bias Training** – Customizable training that explores how implicit bias affects decision making in the workplace.

- **Principles of Community Workshops** – A two-hour session exploring the history and background of the Virginia Tech Principles of Community and engaging participants in civility scenarios.

For a full list of Diversity Development Institute courses visit [www.uopd.hr.vt.edu](http://www.uopd.hr.vt.edu).
The Organizational Development staff has professional resources to help maximize effectiveness, productivity, and employee engagement in the workplace. If you could use support and expertise to help your team or department more effectively navigate challenges and make the most of the opportunities before you, please visit www.uopd.hr.vt.edu to view a list of University Organizational and Professional Development’s services.

Consulting Services are available to support a variety of organizational needs, some of our more popular services include:

- Team Effectiveness
- Change Management
- Leadership Development
- Executive Coaching
- Strategic Planning
- Advancing Organizational Effectiveness
- Employee Engagement
- Customized Workshops

70% of all change fails because of people issues. Is your department ready?

4 in 10 people cannot work cooperatively. Are they all in your office?

98% report experiencing uncivil behavior. Is it happening on your team?
The Executive Development Institute (EDI) is designed to strengthen individual and organizational performance and provides a unique development opportunity for high potential leaders from all segments of the university. The recently-revised program provides more professional coaching opportunities for participants, and utilizes pre-defined scenarios for the Action Learning Case Study.

The Management Academy is designed to strengthen individual and organizational performance and is specifically targeted to include mid-level leaders from all segments of the university.

The goals of both programs are to:

- Develop a clear vision of management strengths and developmental needs.
- Provide learning opportunities at all levels of the university in a structured, comprehensive and deliberate manner.
- Hone specific skills in key areas.
- Build a network of colleagues and support.
- Develop senior leadership bench strength that will improve the quality of leadership within specific units and across Virginia Tech.
Each year University Organizational and Professional Development facilitates more than 150 workshops and seminars to help employees build upon existing knowledge, learn new skills, and develop core workplace competencies. By partnering with university teaching and research faculty, administrative faculty, and industry-leading training providers UOPD offers a comprehensive variety of ongoing professional development workshops, desktop software training classes, and several cohort-based learning experiences all designed to provide Virginia Tech employees with highly engaging opportunities to enhance core workplace skills and strengthen operational knowledge.

Not certain where to start? Visit www.uopd.hr.edu and review the many options available to help you succeed as you begin your career and continue to grow your career with Virginia Tech.

**Highlights:**

- New open enrollment workshops for managers and supervisors
- Introduction of online options for completing the Office Software Skills Certificate (all employees)
- Microsoft Office 2013 desktop software classes
Virginia Tech is committed to developing well-rounded employees who are active members of the university community as well as the community at-large. University Organizational and Professional Development oversees the development and delivery of professional development programs, diversity training, and consulting services available to all Virginia Tech employees.

Information on all of the available workshops, consulting services, and training opportunities can be found online at www.uopd.hr.vt.edu.

You can register through www.training.vt.edu for any of the upcoming courses.