
ORGANIZATION & PROFESSIONAL DEVELOPMENT (OPD)

OPD PROGRAMS TO SUPPORT A HEALTHY CULTURE

Professional Development Opportunities

The following courses are a sample of what is available. Individuals can register in EBS for open classes or departments can request programming for their entire staff or leadership team.

Crucial Accountability

Teaches a straightforward, step-by-step process for identifying and resolving performance gaps, strengthening accountability, eliminating inconsistency, and reducing resentment. It uses video, group discussions, skill practice, and real-time application to make the course both entertaining and engaging.

Crucial Conversations

Teaches skills for creating alignment and agreement by fostering open dialogue around high-stakes, emotional, or risky topics – at all levels of your organization. By learning how to speak and be heard (and encouraging others to do the same), you'll surface the best ideas, make the highest quality decisions, and then act on your decisions with unity and commitment.

Understanding Implicit Bias Certificate Series

This series of three courses will allow participants experiential opportunities to thoroughly examine implicit bias and begin the work of interrupting their own biases as well as those embedded within systems at MSU. Upon certification, participants will:

- Understand the lenses through which they see and experience the world, and how those lenses can be tinged with unconscious, implicit bias.
- Have an increased understanding of power dynamics and privilege, and the barriers they create for full participation.
- Be able to identify implicit bias and micro-aggressions when they play out in real life, and how to begin the work of interrupting them.
- Have an increased sense of their own biases and a plan for continued self-education.
- Better understand the challenges MSU faces in retaining top talent, and how you will contribute to an inclusive campus that opens doors to full participation.

This series is brought to you by the Office of Inclusion and Intercultural Initiatives.

Organization Development

OPD offers management consultation to support your efforts in creating and maintaining a healthy culture.