

**University of Virginia School of Medicine
Organizational Learning and Development
2015 Spring Professional Development Programs**

Programs Open to All SOM Employees

To register, simply [click on the session date](#) and it will take you to the UVA Integrated System login page, and then directly to the class enrollment page.

If you are not currently in the Oracle system you will need to register for access first. Please contact UVa Help desk @ 924-HELP. Request a NetBadge password and explain you that you need Oracle access.

<p><u>Monday, February 9, 2015</u> 8:00 a.m.-4:00 p.m. Jordan Hall, G1/G2</p>	<p><i>Crucial Conversations</i> We often get stuck not achieving what we want in a variety of areas, ranging from awkward or failing relationships to dysfunctional teams, to quality or safety problems at work. Come to this program to learn how to identify and master the Crucial Conversations that are keeping you stuck and limiting your organizational, team, and interpersonal success. At the end of this program, participants will be able to:</p> <ul style="list-style-type: none"> • Define a Crucial Conversation • Describe the difference between story and fact • List positive and destructive motives for conversation • Know 2 ways to build safety in any conversation • Explain and demonstrate the STATE skills <p>Anne Williams, M.A.; Manager, Organizational Learning and Development *Breakfast and lunch provided, must attend full day</p>
<p><u>Thursday, February 19, 2015</u> 1:00 p.m.-3:00 p.m. Jordan Hall, G1/G2</p>	<p><i>Myers-Briggs Type Indicator</i> This session will make the theory of psychological types described by C. G. Jung (1921/1971) understandable and useful in your life. The essence of this theory is that many perceived differences in personality and behavior are actually quite orderly and consistent, and are due to basic differences in the way individuals prefer to use their perception and judgment. These differences, which can be seen in individuals' interests, reactions, values, motivations, and skills, can cause conflict and misunderstanding in relationships. During this session you will learn how to identify, understand and appreciate these differences in order to enhance your work and personal relationships. At the end of this program participants will be able to:</p> <ul style="list-style-type: none"> • Understand your own and other's personality style • Learn to appreciate personality differences • Know how to accommodate and leverage personality differences <p>Anne Williams, M.A.; Manager, Organizational Learning and Development</p>
<p><u>Monday, March 2, 2015</u> 2:00 p.m.-4:00 p.m. Jordan Hall, G1/G2</p>	<p><i>Managing Change for Supervisors</i> Have you ever had challenges getting your team to adopt a new idea, or process, or policy? Do you ever wonder why change is so hard for people? Come to this session and learn tools and techniques to more easily lead your team through small and large changes. <i>This course is designed for leaders – managers, supervisors, team leaders, project leaders, etc.</i> At the end of this program participants will be able to:</p> <ul style="list-style-type: none"> • Understand the difference between change and transition • State three principles of transition management • Describe common feelings and behaviors experienced during each stage of the change process • Describe tools, techniques and skills to help lead your team through change <p>Anne Williams, M.A.; Manager, Organizational Learning and Development</p>

<p><u>Thursday, March 12, 2015</u> 8:30 a.m.-10:30 a.m. Jordan Hall, G1/G2</p>	<p><i>StrengthsFinders</i> *This session requires pre-work This program is based on the book, "Now, Discover Your Strengths," a book written by Marcus Buckingham and Donald O. Clifton, Ph.D. As part of this program you will take an online personal assessment, "Clifton Strengths Finder," to identify your strengths. The Clifton StrengthsFinder™ measures the presence of 34 talent themes. The more dominant a theme is in a person, the greater the theme's impact on that person's behavior and performance. By identifying your individual strengths you can determine ways to apply them to your role, resulting in an increase in both your skill and engagement on the job. At the end of this program participants will be able to:</p> <ul style="list-style-type: none"> • Learn the difference between talent, skill and strength • Identify your top strengths • Discover ways to apply your strengths at work and at home <p>Anne Williams, M.A.; Manager, Organizational Learning and Development *This session requires pre-work. You must complete an on-line, self-assessment prior to the program. The assessment takes approx. 20 minutes to complete. You will bring your results to the session. Information on the pre-work is provided upon registration.</p>
<p><u>Thursday, March 19, 2015</u> 1:00 p.m.-4:00 p.m. Jordan Hall, G1/G2</p>	<p><i>Emotional Intelligence: A Deep Dive</i> *This session requires pre-work Emotional Intelligence (EQ) is the capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions effectively in ourselves and others. EQ has been found to be more important for success at work than either traditional intelligence (IQ) or technical skills; and EQ competencies can be learned! This session is based the work of Daniel Goleman and on the <i>Emotional and Social Competency Inventory (ESCI)</i>, a tool to help develop these competencies. Come to this session to learn about the competencies of emotional and social intelligence, have the chance to experience you own ESCI feedback, and learn how to use this information to help improve performance and relationships.</p> <p>Anne Williams, M.A.; Manager, Organizational Learning and Development *This session requires pre-work. Prior to the program, you must complete an on-line 360° assessment. This assessment requires that you invite others to assess you as well. Your results will be provided during the session. Information on the pre-work is provided upon registration.</p>
<p><u>Monday, March 23, 2015</u> 9:00 a.m.-10:00 a.m. Jordan Hall, G1/G2</p>	<p><i>Wired for Happiness</i> This fun, engaging presentation shares exciting discoveries happening in the fields of positive psychology and neuroscience. Learn about innovative strategies researchers are uncovering that can allow us to increase our level of happiness in less than one minute a day. If that were not enough of a benefit, the strategies also increase productivity as well.</p> <p>Mary B. Sherman, LCSW, CEAP, Faculty and Employee Assistance Program Consultant</p>
<p><u>Thursday, April 2, 2015</u> 9:00 a.m.-10:30 a.m. Jordan Hall, G1/G2</p>	<p><i>Bridging the Generation Gap</i> In our diverse workplace, there are people from many different generations. Each generation has a rich past and a unique set of perspectives. During this session we will look at various historical markers for each generation and discuss how those experiences often lead to differences in the workplace. We will also explore ways that each of us, as leaders, can help bridge the generation gap to build stronger relationships at work. This course is designed for leaders – managers, supervisors, team leaders, project leaders, etc.</p> <p>Shannon Jones, UHR, Learning and Development Senior Specialist</p>
<p><u>Monday, April 6, 2015</u> 12:00p.m.-1:30 p.m. Jordan Hall, G1/G2</p>	<p><i>Reality-based Leadership: Ditch the Drama, Restore the Sanity to the Workplace, and Turn Excuses into Results – Book Discussion (Brown Bag Lunch)</i> In Reality-Based Leadership, expert Fast Company blogger Cy Wakeman reveals how to be the kind of leader who changes the way people think about and perceive their circumstances --one who deals with the facts, clarifies roles, gives clear and direct feedback, and insists that everyone do the same-without drama or defensiveness. Please acquire the book on your own and read it in advance. <i>This course is designed for experienced leaders who have two or more organizational levels reporting to them, as well as professional individual contributors who have a broad scope of responsibility.</i></p> <p>Tamara Sole, UHR, Director, Employee Development</p>

<p>Friday, January 30, 2015 9:00 a.m. – 10:30 a.m. Health Sciences Library, 1335/1337</p> <p>Or</p> <p>Friday, March 27, 2015 9:00 a.m. – 10:30 a.m. Health Sciences Library, 1335/1337</p>	<p>Professional Development and Networking If you are looking for ways to develop your career and meet new people throughout the University, this is the best place to start! You will have the opportunity to discuss your career questions and concerns in a conversational, confidential and comfortable setting and learn about strategies and resources for developing your career.</p> <p>Holly Heilberg, Career Development Specialist, CLE</p>
<p>Monday, February 16, 2015 1:00 p.m.-3:00 p.m. Jordan Hall, G1/G2</p>	<p>Mindful Communication- Practical Skills for Improving Communication at Work and at Home Difficulties often arise in communication when one of the parties becomes “triggered”, when someone says something that elicits an intense response in another. These responses are often shaped by our interpretation of the world, how we feel things should be and how we think others ought to act. Yet these interpretations are often not shared as they arise out of each of our own unique sets of experiences and expectations, and when they do not match in an interaction, difficulties and misinterpretations can result. The practice of mindfulness, often defined as intentional, present moment nonjudgmental awareness, can help shed light on our own reactivity and can help us cultivate the capacity to listen and respond to others in new and more productive ways.</p> <p>At the end of this program, participants will be able to:</p> <ul style="list-style-type: none"> • Define mindfulness and how it applies to communication • Recognize common personal triggers • Differentiate between reacting and responding • Describe a new way of responding in difficult situations <p>John B. Schorling, MD, MPH, Harry T. Peters, Sr. Professor of Medicine and Public Health Sciences</p>
<p>Monday, April 27, 2015 1:00 p.m.-3:00 p.m. Jordan Hall, G1/G2</p>	<p>Mindfulness and Emotional Intelligence Emotional intelligence or EQ has been found to be more important for success at work than either traditional intelligence (IQ) or technical skills. In the model of emotional intelligence developed by Daniel Goleman, EQ consists of four components: self-awareness, self-regulation, social awareness and relationship management. The practice of mindfulness can contribute to developing skills in all of these areas.</p> <p>At the end of this program, participants will be able to:</p> <ul style="list-style-type: none"> • Define the four components of emotional intelligence and the competencies associated with them • Describe how mindfulness can contribute to the development of EQ competencies • Know resources for further cultivating a mindfulness practice <p>John B. Schorling, MD, MPH, Harry T. Peters, Sr. Professor of Medicine and Public Health Sciences</p>

Registration/Information: These programs are free of charge but ADVANCE REGISTRATION IS REQUIRED so that we have sufficient materials for all participants.

To register, simply **click on the session date above** and it will take you to the UVA Integrated System login page, and then directly to the class enrollment page.

Questions? Please contact Anne Williams (phone: 924-1199: email: aswilliams@virginia.edu) or Kathleen Foster (phone: 924-2252: email: kaf2m@virginia.edu).

The University of Virginia Mindfulness Center 2015 Winter Class Offerings

In today's fast-paced world, stress affects us in many ways. How we respond to stress directly affects our health and well-being. Regardless of whether our stress is based in work pressures, financial security, relationships, health problems, or internal pressures such as self-criticism, we can develop skills to effectively improve the quality of our lives.

The UVA Mindfulness Center offers intensive training courses to develop mindfulness skills - the practice of focusing our attention on our experience at the moment that it is happening. By practicing these skills, we learn to be more "awake," more alert to the moments of our life as they unfold. Being present to our life increases our opportunities to make conscious choices. Our courses can benefit anyone who is ready to take his or her health and well-being seriously and to commit to practices that help us see more clearly and live more fully.

Mindfulness Based Stress Reduction. Developed by [Dr. Jon Kabat-Zinn](#) at the University of Massachusetts and now taught around the world, MBSR is the core program of the Mindfulness Center. The 8 week MBSR classes include instruction in meditation, mindful movement, and other mindfulness practices that can help decrease stress. These practices help us to return to the present moment and increase the opportunity to make conscious choices rather than react unconsciously.

Mondays January 19 - March 8; 6:30 - 9:00 pm with Susan Stone

Thursdays January 15 – March 5; 9:00 - 11:30 am with Teresa Miller

Science and Practice: The How and Why of Mindfulness. We now know that meditation and mindfulness have the power to structurally alter the brain in significant positive ways. Just as we train our bodies through physical exercise, we now know that it is possible to change the brain through training as well. In this 6 week class that combines lectures and mindfulness practices, participants will learn how these meditation and mindfulness practices increase a sense of calmness, improve concentration, improve learning and memory, and strengthens our connection to others. **(formally Mindfulness and the Brain)**

Wednesdays Jan 21 – Feb 25; 7:00 – 9:00 p.m. with John Schorling and Susanna Williams

Mindfulness for Educators. A large body of research has shown the value of bringing mindfulness and other meditative practices (such as yoga) into the educational arena. There is growing evidence that teaching mindfulness to teachers and others who work with children and young adults adds to their job satisfaction and well-being. This 8 week class is based on MBSR and will specifically address issues relevant to teachers and educators.

Tuesdays Feb. 10 – April 7; 6:00 – 8:30 p.m. with Susanna Williams

Mindfulness Based Cognitive Therapy. Mindfulness-Based Cognitive Therapy (MBCT) is a mindfulness-based intervention designed to help individuals who have suffered serious depression to learn skills that decrease the likelihood of depression coming back. Research studies have proven its effectiveness, and there is growing evidence that it is also helpful for those in the midst of a period of depression or who struggle with anxiety. MBCT integrates principles of cognitive therapy into an eight week program with many similarities to MBSR.

Mondays Feb. 26 – April 16; 6:30 – 9:00 p.m with David Silver

To register please visit www.uvamindfulnesscenter.org

Hoo's Well Winter 2015 Offerings: Beginning January 20!

Registration for classes opens January 7, at www.uvaworkmed.com

NUTRITION

1. **NEW - online! "Well At Work"**
January 20 – February 24

- Six week ONLINE program for improving eating and exercise habits!
- Video segments each week, to view at your convenience.
- Support, motivation and encouragement through weekly emails and links.

OR

2. **NEW - Custom "Hoo's Well Eats Well" -**

- Six weekly classes, scheduled for your group, 15-25 participants, in your location!
- 30 minutes of nutrition plus 20 minutes exercise!

When/Where: email/call Jolene Bodily (jhb2e) (243-8216) to arrange.

For UVA employees and spouses, covered by UVA Health Plan.

No charge to participants, sponsored by UVA Human Resources Hoo's Well.

Classes provided by UVA-WorkMed.