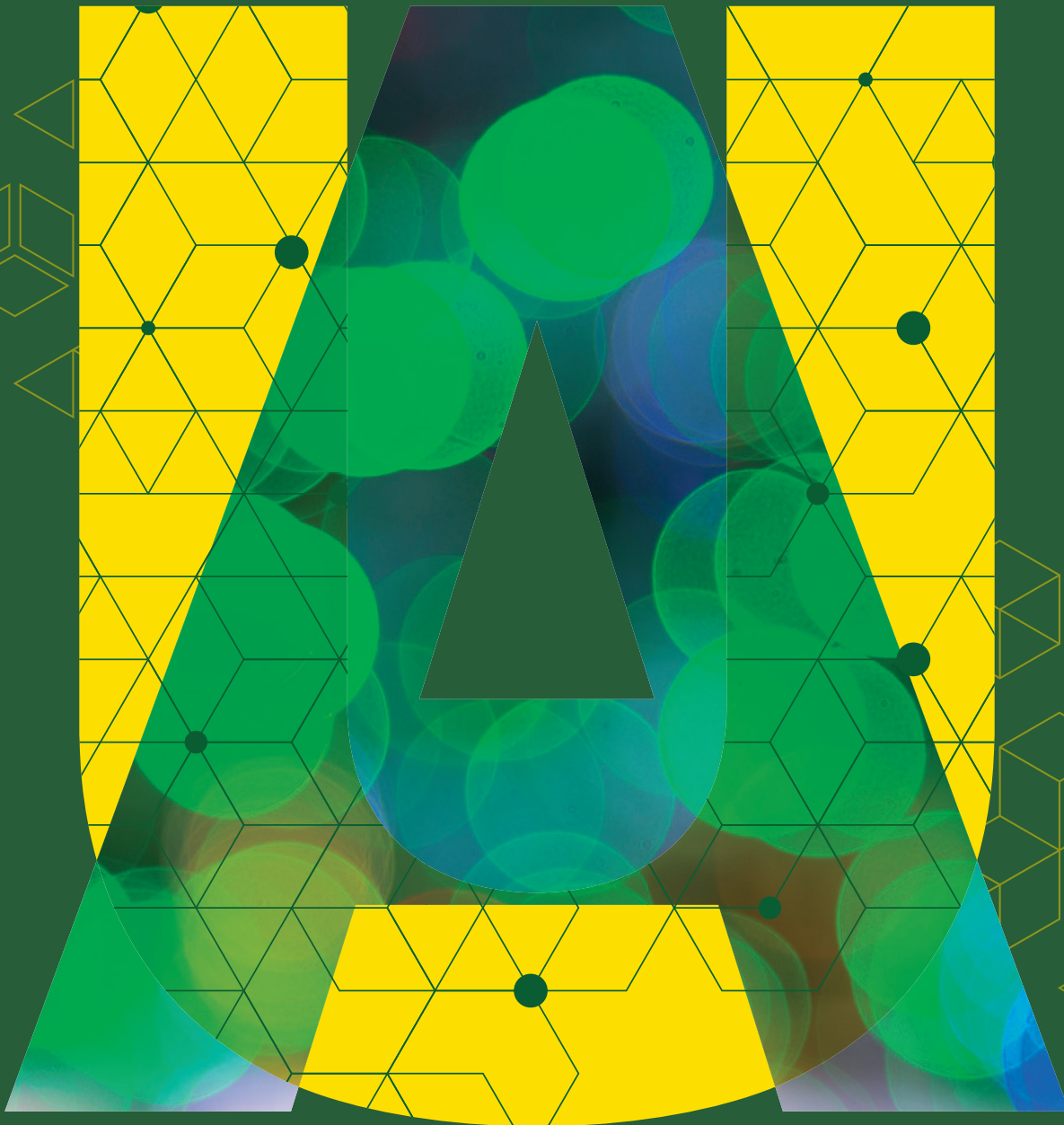




**UNIVERSITY  
OF ALBERTA**

**CREATE. LEAD. INSPIRE.**



## **LEARNING CURRICULUM VIEWBOOK 2025-2026**

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**Organizational Development and Talent Management**  
**Human Resources, Health, Safety and Environment**  
[uab.ca/learndev](http://uab.ca/learndev) | [org.learning@ualberta.ca](mailto:org.learning@ualberta.ca)





## TERRITORIAL ACKNOWLEDGEMENT

**The University of Alberta respects the sovereignty, lands, histories, languages, knowledge systems, and cultures of First Nations, Métis and Inuit nations.**

The University of Alberta, its buildings, labs, and research stations are primarily located on the traditional territory of Cree, Blackfoot, Métis, Nakota Sioux, Iroquois, Dene, and Ojibway/Saulteaux/Anishinaabe nations; lands that are now known as part of Treaties 6, 7, and 8 and homeland of the Métis.

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# FORWARD TOGETHER:

## THE UNIVERSITY OF ALBERTA PEOPLE STRATEGY

Organizational Development directly supports the People Strategy by providing learning and development programs that:

- Empower people through skill development and growth opportunities.
- Develop leaders at all levels.
- Contribute to health and well-being.
- Foster connections through collaborative learning.

To advance the People Strategy, our team is launching a campus-wide mentorship program and enhancing professional development. We're building a collaborative Community of Learning through in-person and virtual gatherings, connecting program alumni and campus partners to share expertise and foster a more connected campus.

# LEARNING & DEVELOPMENT:

## MEETING LEARNER NEEDS

Get a quick look at the exciting learning opportunities coming your way this year!

This At-a-Glance viewbook highlights the diverse programs and workshops offered by our Organizational Development team in leadership, health and well-being, workplace skills, and environment and safety. Recognizing the breadth of learning needs across campus, we're also collaborating with other professional development providers to bring you a comprehensive selection of offerings, some of which you'll find featured here. Explore what's available to support your growth and development!

### ORGANIZATIONAL DEVELOPMENT

- New Employee Onboarding
- Leadership
- Workplace Skills
- Health + Well-being Education
- Environment + Safety Training
- Peer-2-Peer Program
- Team Development

### PROFESSIONAL DEVELOPMENT ACROSS CAMPUS

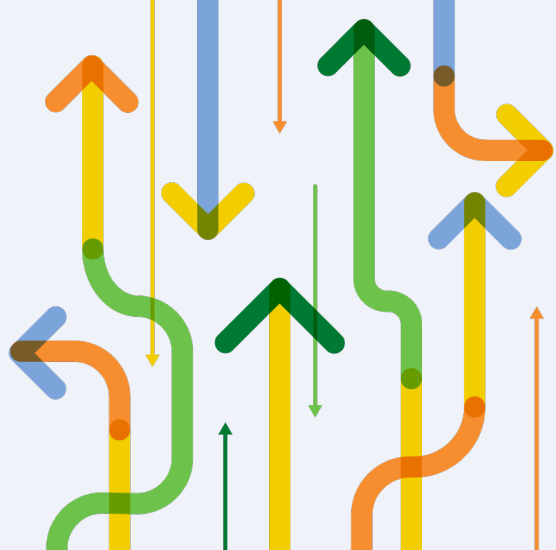
- Access, Community + Belonging
- Centre for Teaching and Learning
- Faculty of Native Studies
- Online + Continuing Education
- University of Alberta International

### How We Approach Learning

We empower positive change through dynamic learning experiences. Our research-driven programs, led by expert facilitators, emphasize hands-on application, reflection on experience, collaborative learning, practical skills, and perspective-shifting transformation.







# NAVIGATING YOUR LEARNING JOURNEY

**Your professional development journey is unique.**  
Let's find the Organizational Development workshops and programs that are right for you now.

## NEW EMPLOYEES

(first 3 months at UA)

- Onboarding & Employee Orientation
- Mandatory Safety Training

## INDIVIDUALS + LEADERS

- Leading with Influence
- Peer-2-Peer Program

### WORKPLACE SKILLS

- Collaborating in a Complex Environment
- Finding Your Path: Career Explorations and Strategies
- Managing Time Authentically
- Mindsets and Skills for Today's Problem Solver
- Navigating Change
- Vision in Action: Strategic Thinking and Planning
- Participatory Decision Making

### HEALTH AND WELL-BEING

- Applied Suicide Intervention Skills Training
- Burnout to Boundaries: The Key to Life-Work Harmony
- Mental Health First Aid
- Recognize. Rest. Reset.
- Starting the Conversation: Introduction to Mental Well-being

## LEADERS

- Supervising Safely
- Management Intensive
- Leading Others

## TEAMS

- Wandering Workshops
- Practitioner Programs

**\*Dates and classes are subject to change.**



# NEW EMPLOYEE ONBOARDING

Our employee orientation education is about supporting a positive employee and supervisor experience as they move through the onboarding journey. Here are a few ways that we help support new employees when they join our UA community. Learn more about our current and upcoming employee orientation courses at [uab.ca/obprog](https://uab.ca/obprog)



## ONBOARDING TOOLKIT

**Focus:** Role specific tools and templates

**Designed for:** New faculty and staff and their supervisors

**Dates:** Asynchronous



## EMPLOYEE ORIENTATION COURSE

**Focus:** Self-paced, online orientation to UA

**Designed for:** New employees

**Dates:** Asynchronous



## NEW EMPLOYEE WELCOME & CONNECT

**Focus:** Build on the Orientation Course and deepen your sense of belonging

**Designed for:** New employees who have completed the Orientation Course

**Dates:** April 16, 2025 (North Campus)

September 24, 2025 (North Campus)

January 14, 2026 (Virtual)



# LEADERSHIP

## AT ALL LEVELS

**At the University of Alberta, leadership is an act, not a position.**

It is the act of engaging others in the exploration and treading of better paths, and is performed by formal and informal leaders alike. As such, we have leadership training available to all faculty and staff. Learn more about our leadership programs at [uab.ca/leaddev](https://uab.ca/leaddev)

### LEADING with influence

**Sessions:** 7 days over 10 weeks

**Focus:** Leading without formal authority

**Designed for:** All faculty and staff

**Dates:** May/June 2025 (Enterprise Square)

October/November 2025 (Enterprise Square)

“One of the standout features of this course undoubtedly lies with the exceptional facilitators. Their genuine care and unwavering support for every participant truly set the stage for an incredibly enriching journey. Feeling their dedication firsthand elevated the entire experience, making it not just informative but deeply rewarding. Through this course, I didn’t just gain insights into effective leadership both in professional and personal realms; I also discovered the art of guiding others to unlock their own leadership potential. It’s been a transformative experience, and I’m immensely grateful for the invaluable lessons and guidance provided.”

**Kieran Ramnarine**

Experiential Learning Coordinator

*Faculty of Engineering*

# LEADING OTHERS

**Sessions:** 8 days over 10 weeks

**Focus:** Leading a team

**Designed for:** Faculty and staff with formal supervisory responsibilities

**Dates:** May/June 2025 (Enterprise Square)

“The content pushed me to reflect more deeply on my leadership values, skills and the kind of leader I want to be. Beyond learning, the connections built with fellow participants was a stand out for me as these meaningful and valuable relationships will continue beyond the course. I’m walking away with new insights, a stronger sense of purpose and community.”

**Georgina Bull**

Customer Service Coordinator

*Saville Community Sports Centre, Campus & Community Recreation*

Good management produces “order and consistency,” and good leadership produces “change and movement.” (Northouse, 2022, p.12)

Both are important, but the mindset and skill set behind management and leadership are different, which is why we train in these areas differently.





**Sessions:** 4 days over 4 weeks

**Focus:** People side of the management skill set within U of A's unionized environment

**Designed for:** Faculty and staff with formal supervisory responsibilities

**Dates:** February/March 2026 (Enterprise Square)

“

“As a new supervisor, this course was beyond helpful. I really appreciated the diverse topics, as they made me feel more confident supporting my team at all the different points of an employee cycle (hiring, onboarding, and beyond). I feel equipped and empowered to grow as a leader and support my team as we work together.”

**Alex Rocca**

Team Lead, Future Student Experience

*Office of the Registrar - National Recruitment*

”



## UACADEMY PROGRAM

Spearheaded by the Office of the Provost, in collaboration with University Services, Operations and Finance, and delivered by Executive Education in the Alberta School of Business, UAcademy fosters collaboration amongst senior leaders so they are prepared to address systemic, institutional challenges and bring new levels of effectiveness and sustainability to the U of A. The program is designed to be complementary to the university's training and development programs, offered by Human Resources, Health, Safety and Environment. [Learn More](#)

# WORKPLACE SKILLS

Workplace skills training moves beyond the abstract and theoretical to context-specific application. In these day-long, in-person sessions, participants take a deep dive into a variety of topics that support their day to day work. Learn more about our current and upcoming workplace skills workshops at [uab.ca/wpskills](https://uab.ca/wpskills)

## WORKPLACE SKILLS WORKSHOPS

**Focus:** Transferable workplace skills

**Designed for:** Faculty and staff

<b>Collaborating in a Complex Environment</b>	September 25, 2025 (Enterprise Square) November 20, 2025 (Augustana)
<b>Managing Time Authentically</b>	May 7, 2025 (Enterprise Square) October 20, 2025 (North Campus)
<b>Navigating Change</b>	June 17, 2025 (Enterprise Square) January 22, 2026 (Enterprise Square)
<b>Finding Your Path: Career Explorations and Strategies</b>	April 24, 2025 October 2, 2025 (Enterprise Square)
<b>Vision in Action: Strategic Thinking and Planning</b>	June 26, 2025 (Enterprise Square) February 10, 2026 (Enterprise Square)
<b>Mindsets and Skills for Today's Problem Solvers</b>	July 3, 2025 (Enterprise Square) January 27, 2026 (Enterprise Square)
<b>Participatory Decision Making</b>	May 6, 2025 (North Campus) November 4, 2025 (Enterprise Square)





“The Workplace Skills sessions are very thoughtfully planned and use a variety of learning modalities, so even the topics I am familiar with are fun and interesting. The discussions and group activities help me see the challenges in a new light. I always come away feeling inspired and better equipped to do my job and support my team.”

**Andrea Spevak**

Graduate Student Internship Advisor

*Student Services - Career Centre*

# HEALTH AND WELL-BEING EDUCATION

We are committed to A Culture of Care where psychological, cultural, and physical safety are at the heart of health and well-being. These day-long, in-person sessions, support the Healthy University Strategic Plan that recognizes a holistic approach to encourage social, mental and physical well-being. Learn more about our current and upcoming health and well-being workshops and courses at [uab.ca/hwblearn](https://uab.ca/hwblearn)

## HEALTH AND WELL-BEING WORKSHOPS

**Focus:** Caring for self and others

**Designed for:** Faculty and staff

<b>Applied Suicide Intervention SkillsTraining (ASIST)</b>	November 12 & 13, 2025 (Augustana)
<b>Mental Health First Aid - Standard</b>	April 2, 2025 (Augustana) June 5, 2025 (Enterprise Square)
<b>Burnout to Boundaries: The Key to Life-Work Harmony</b>	April 10, 2025 (Augustana) July 15, 2025 (Campus Saint Jean) February 11, 2026 (North Campus)
<b>Recognize. Rest. Reset.</b>	May 22, 2025 (Enterprise Square) November 13, 2025 (Campus Saint Jean)
<b>Starting the Conversation: Introduction to Mental Well-Being</b>	June 12, 2025 (North Campus) August 14, 2025 (Campus Saint Jean) October 7, 2025 (Enterprise Square)



“The Health and Well-being courses facilitated by the Organizational Development team create space for collective growth and connection between myself and my colleagues in a safe environment. Courses like Burnout to Boundaries and Recognize. Rest. Reset. have made a major impact in my ability to manage stress in the workplace and have helped me work toward a more holistic life-work balance. These courses help me be a better colleague, a better leader, and a better friend.”

**Samantha Christensen**

Administrative Team Lead

*Augustana Campus General Administration*

**We Care**  
Health & Well-being

# ENVIRONMENT AND SAFETY TRAINING

Safety is a core value in the U of A's Culture of Care safety action plan.

We offer mandatory safety training and an extensive training library of online environment and safety courses for staff, faculty, students, volunteers and those conducting work on any of the university's campuses. Learn more about our 40+ current and upcoming environment and safety courses at [uab.ca/estrain](https://uab.ca/estrain)

## WORKPLACE VIOLENCE AND HARASSMENT

**Focus:** Prevention of workplace violence and harassment in the workplace

**Designed and Mandatory for:** All employees

**Dates:** Asynchronous

## WORKING SAFELY

**Focus:** Worker role and responsibilities for a safe workplace

**Designed and Mandatory for:** All employees, this course is not intended for supervisors

**Dates:** Asynchronous

## SUPERVISING SAFELY

**Focus:** Supervisor role and responsibilities for a safe workplace

**Designed and Mandatory for:** All supervisors

**Dates:** Asynchronous

“The Supervising Safely course is a valuable resource in my role with Health, Safety and Environment at the university. It has enhanced my ability to support the team I work with and understand the Institutional safety initiatives. The course provides clear, actionable tasks to foster a proactive safety culture, which is crucial in a complex academic environment. From a legal standpoint, we must ensure compliance with regulations, but morally, we are responsible for the well-being of everyone on campus—faculty, staff, students, and visitors alike. The course empowered me to effectively guide my team and supervisors in balancing these responsibilities, knowing that when we sign the safety declaration, we're all aligned in maintaining the highest standards of safety and care.”

**Ashley Hughes**

Manager, Inspections and Technical Services  
*Health, Safety and Environment*





# PEER-2-PEER PROGRAM

At the University of Alberta, our [Peer-2-Peer \(P2P\) Program](#) empowers faculty and staff to become peer facilitators, sharing tools and skills from Organizational Development workshops/programs.

By leading 45-90 minute [Wandering Workshops](#), P2P Facilitators will enhance their facilitation skills and content knowledge while contributing to a positive workplace culture at UA.

**Focus:** Becoming a facilitator of the Wandering Workshops

**Designed for:** Faculty and staff who are alumni of Leading Others, Management Intensive and some Workplace Skills workshops

**Dates:** Spring and Fall 2025

“The P2P Facilitator program has been incredibly valuable in terms of strengthening personal workplace and leadership skills in addition to sharing these tools and skills with staff to use and practice in their work and personal life. The quality of the facilitators of the Leading Others and Workplace Skills programs is outstanding and their ability to teach facilitator skills and guide practice is exceptional. I have delivered three wandering workshops to my department staff groups and all three have expressed significant value.”

**Chelsea Coghill**

Program Coordinator

*Fitness Leisure & Wellness, Campus & Community Recreation*

# TEAM DEVELOPMENT

## WANDERING WORKSHOPS

Wandering Workshops offer the campus community free, dynamic 45-90 minute sessions led by Peer-2-Peer (P2P) Facilitators. In these workshops, participants will explore various topics and tools to develop immediately applicable workplace skills. Led by alumni of our workshops/programs who bring real-world experience, these sessions provide practical tools and skills.

**Focus:** A variety of free short workshops

**Designed for:** Teams who want to learn a new skill or tool

## PRACTITIONER PROGRAMS

In the Practitioner Program, teams make use of their real-world work environments, allowing them to tackle complex problems together. Learners gain practical experience in navigating team dynamics, resolving conflicts, and leveraging the strengths of each team member.

**Focus:** Enhancing skills of teams

**Designed for:** Intact teams with specific goals

**Design Thinking:** Applying the design thinking Double Diamond process.

**Change Management:** Applying the change management process PROSCI-ADKAR.

**Strategic Planning:** Formulating a comprehensive plan to guide decision-making and resource allocation.



"I have delivered three wandering workshops to my department staff groups and all three have expressed significant value. One casual student staff asked if I would be leading another wandering workshop in their next staff training as they expressed that the content that was delivered was the most valuable that they had received in any staff training at the university. I am a believer in the power and potency of wandering workshops and that they need to continue to be delivered in a more widespread manner across campus!"

**Chelsea Coghill**

Program Coordinator

*Fitness Leisure & Wellness, Campus & Community Recreation*





# PROFESSIONAL DEVELOPMENT ACROSS CAMPUS

The University of Alberta is home to numerous professional development providers dedicated to supporting the growth of its faculty and staff. Recognizing this vibrant ecosystem, Organizational Development is pleased to highlight a selection of PD opportunities offered by other campus providers. This collaborative approach ensures that UA employees have convenient access to a wide range of resources designed to enhance their skills and advance their careers.

## **ACCESS, COMMUNITY AND BELONGING**

The Office of the Vice Provost (Access, Community and Belonging) encourages and supports individual, collaborative and collective efforts to protect human rights and identify, address, and reduce inequities and barriers to access. There are several online micro-courses open to anyone who would like to learn more about enhancing access, building interconnected and vibrant communities and promoting experiences of belonging for all members of our community. [Learn more](#)

## **CENTRE FOR TEACHING AND LEARNING EMPOWER | CONNECT | PARTNER**

The Centre for Teaching and Learning (CTL) at the University of Alberta empowers instructors to create engaging, inclusive, and research-informed learning experiences through practical workshops, programming, personalized consultations, and evidence-based resources. Partner with us to enhance your teaching practices and elevate student learning outcomes. [Learn more](#)





## **FACULTY OF NATIVE STUDIES**

The Faculty of Native Studies offers numerous continuing education topics for a broad range of professionals and lifelong learners. Designed with accessibility in mind, our courses build enduring skills and competencies for application in a wide array of professions and settings.

[Learn more](#)

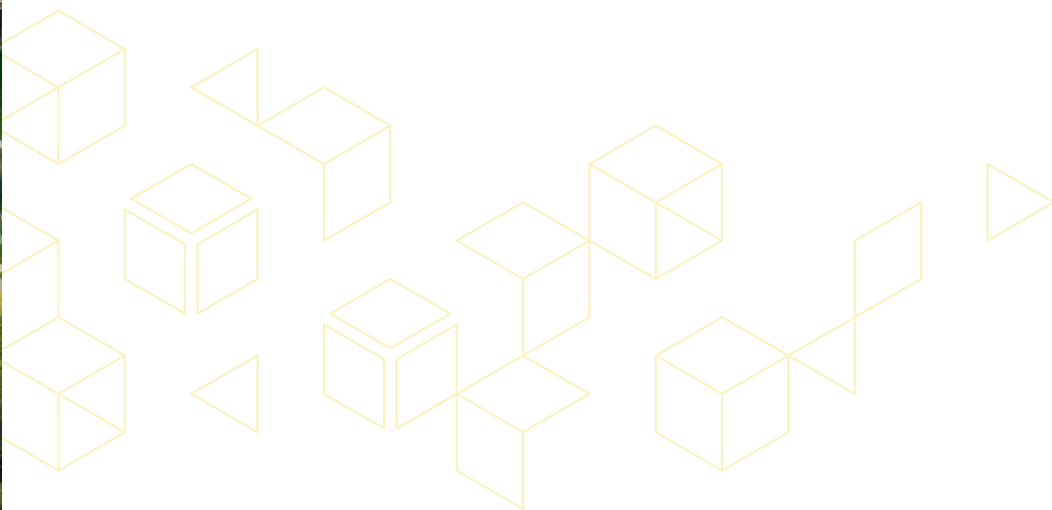
## **ONLINE & CONTINUING EDUCATION**

Join the ranks of thousands of students and organizations who have chosen the University of Alberta's Continuing Education to build in-demand skills. Discover how our flexible courses and programs provide tangible learning to advance your career and shape organizational talent.

[More Information](#)

## **UNIVERSITY OF ALBERTA INTERNATIONAL**

UAI supports the development and delivery of impactful international experiences, partnerships and opportunities that foster global citizenship for students, faculty and staff. As a central service unit, UAI encourages and facilitates connections for all members of the U of A community to engage on a global scale. [Learn more](#)





**UNIVERSITY  
OF ALBERTA**



# LEADING WITH PURPOSE.

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**Organizational Development and Talent Management**  
**Human Resources, Health, Safety and Environment**  
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