


Holy Cross & You

Opportunities to Help You Develop and Grow



We want to help you find satisfaction, reward, and purpose in your role at Holy Cross and in your life beyond our campus. That's why we offer an array of programs and resources to support all aspects of your wellbeing and help you live your best life. Whether your priority is feeling healthy, finding financial security, or gaining more of a sense of belonging, you'll find unique opportunities online and across our campus. This brochure highlights what Holy Cross is offering at no cost to our faculty and staff this Winter and Spring season.

INCLUSIVE YOU - Reflecting the College's commitment to Diversity, Equity, and Inclusion.


Training & Development for You	How to Participate
<p>NEW! DEI for Managers (Two-Part Series) Facilitator: Robert Amelio</p> <p>Certificate Program. Diversity, equity, and inclusion (DEI) are important concepts to understand and practice in creating and maintaining a welcoming, engaging, and productive work environment for all employees. Once these are understood and utilized at work they can have a positive impact on behavior, policies, climate, and performance. Managers have a unique responsibility in leading with a DEI perspective or lens, given their role and importance in creating culture, affecting turnover and retention, and shaping performance of their employees. As our lives become more influenced by global occurrences, and as we embrace diversity on campus, it is now even more important for managers to be aware of the role of DEI in their management practices, and in helping Holy Cross remain successful today and into the future.</p> <p>Major elements of this program include:</p> <ul style="list-style-type: none">• Definitions of diversity, equity, and inclusion;• The role of inclusion in engagement of employees;• The Four Layers of Diversity and Inclusion: a model of diversity and inclusion that reflects personal, interpersonal, and organizational differences;• Strengths and challenges: looking at the Holy Cross culture through its practices, policies, and systems;• Key management DEI skills: self-governance, interpersonal competency, and community building;• Suggestions and tips for managers in creating an inclusive work environment for increased engagement.	<p>Part 1: February 9 Part 2: February 16</p> <p>11am – 12pm</p> <p>Register at https://holycross.zoom.us/meeting/register/tJUrdieurTloE9UX9BWKy2GrFBTMgPY2eZPQ</p> <p>Meeting ID: 916 2163 9291</p> <p>Registration is required and can be completed up until the presentation time.</p> <p>Those who successfully complete both parts of the series will receive a certificate of completion.</p> 

Meet Our DEI Facilitator, Robert Amelio

Robert provides consultation, facilitation, and training in the areas of diversity, equity, and inclusion (DEI) within for-profit, higher education and other non-profit organizations. He has worked in DEI, human resources, and organizational development for many years. Most recently he was the Director of Diversity and Inclusive Excellence at Emerson College in Boston. In this role he worked with faculty, staff, and students to design initiatives and programs to enhance understanding and develop skills in diversity, inclusion, building effective teams, and intercultural competency.

Training & Development for You	How to Participate
<p>Understanding Explicit and Implicit Bias Facilitator: Robert Amelio <i>This session was previously held on November 10 and is being offered again.</i></p> <p>Our biases, both known and unknown, impact most everything we do as well as everything done to us, including such things as how we communicate and are communicated with, build relationships, form judgments about others, and how others judge us, whom we trust, and how we view others unlike ourselves. Developing awareness of the presence of bias is fundamental to learning and working with other people, both those who are like us and those who are different from us. In this program we will look at how bias impacts our lives and work and tips to recognize and interrupt our biases. In this one-hour program contents will include:</p> <ol style="list-style-type: none"> 1. Understanding implicit and explicit biases and their impact on behavior. 2. Primary types of bias, including selective attention, diagnosis bias, pattern recognition, and confirmation bias. 3. Acknowledging assumptions vs. facts and their role in bias. 4. Increasing awareness to decrease personal bias. 5. Tips and strategies for living with biases. 	<p>March 3 10am – 11am</p> <p>Register at https://holycross.zoom.us/j/90812222222</p> <p>Meeting ID: 999 6420 6826</p> <p>Registration is required and can be completed up until the presentation time.</p> <p>Those who successfully complete both Understanding Explicit and Implicit Bias and Microaggressions will receive a certificate of completion.</p> 
<p>NEW! Microaggressions Facilitator: Robert Amelio <i>For optimal learning, it is ideal to have attended Understanding Explicit and Implicit Bias on November 10, 2021 or March 3, 2022.</i></p> <p>Much has been written recently on the topic of microaggressions. A few years ago, most of us had never heard of this word. Microaggressions, everyday occurrences that negatively impact others, are based in biases, usually those that are hidden or implicit.</p> <p>Whether a microaggression occurs only once or multiple times, it can have long-term repercussions on those who receive them, on the workplace environment, and efforts toward diversity, equity, and inclusion. In this one-hour virtual program contents will include:</p> <ul style="list-style-type: none"> • Defining microaggressions; • The roles of bias and power in microaggressions; • Intent vs. impact, and the importance of context in microaggressions; • Techniques and tips for increasing bias awareness and decreasing microaggressions. 	<p>April 21 11am – 12pm</p> <p>Register at https://holycross.zoom.us/j/90812222222</p> <p>Meeting ID: 996 9352 3092</p> <p>Registration is required and can be completed up until the presentation time.</p> <p>Those who successfully complete both Understanding Explicit and Implicit Bias and Microaggressions will receive a certificate of completion.</p> 

DEVELOPING YOU - Reflecting the College's commitment to your professional growth.

Training & Development for You	How to Participate
<p>EAP: Overview of KGA Services for Employees Presenter: Susan Kapopoulos, KGA</p> <p>Learn how the program can save you time and money by providing support for practical and personal issues. No problem is too big or too small, and no one will know you called. This program will provide an overview of services available to you for stress management, legal and financial issues, childcare and eldercare, relationship concerns, nutrition consultations and more. It will also cover what happens when you call the EAP.</p> <p>The session also includes a demo of the KGA website.</p>	<p>February 3 2pm – 2:30pm</p> <p>Join via this Zoom link.</p> <p>Meeting ID: 856 4879 9044 Passcode: 452476</p> <p>This session will also be offered in Seelos Theatre to watch the presentation virtually.</p>
<p>EAP: Overview of KGA Services for Managers Presenter: Susan Kapopoulos, KGA</p> <p>The Employee Assistance Program, provided by KGA, is a free, confidential service that provides counseling and work-life assistance to employees and their adult household members. This program can be a valuable resource to you as a manager or supervisor. In addition to consulting with HR, speaking with a counselor provides an objective viewpoint and guidance in many management situations such as difficult employees, return to work issues, employee terminations and sensitive subjects.</p> <p>Join an EAP Manager session for the following:</p> <ul style="list-style-type: none"> ● Overview of Employee Assistance and Work-life services ● Various ways in which the program serves as a valuable tool for managers/supervisors ● How to recognize when an employee has a personal problem ● How to refer an employee to the EAP ● Scenario-based case studies to help you identify issues, discuss approaches to helping employees, and clarify your accountability when faced with employees in need of help 	<p>March 15 10am – 10:45am</p> <p>Join at https://us06web.zoom.us/j/84915078050?pwd=aGUxdmExcmdaWnFKZTRlcUljYjVsQT09</p> <p>Meeting ID:849 1507 8050 Passcode:513406</p> 

Training & Development for You

NEW! Feedback: Giving & Receiving

Facilitator: Cally Ritter, Positive Ripples

Audience: All Employees

Effective and timely feedback is critical to supporting an employee's success. While the word "feedback" may sometimes evoke negative connotations, feedback is incredibly useful in providing positive reinforcement, motivation, and support. This seminar explores three forms of feedback: affirmation, coaching/development, and evaluation. We will discuss why feedback can be viewed as a challenge, shifting our mindset to see feedback as a critical tool for success. We'll cover best practices for delivering feedback that keeps defensiveness low and outcomes optimal. Finally, we will explore not only how to be better at receiving feedback ourselves, but also how to better coach others.

NEW! Supervisory Up-Skilling

Facilitator: Cally Ritter, Positive Ripples

Audience: Supervisors

Performance conversations can often lead to anxiety for both managers and employees. In this seminar, we will explore strategies on how to best set expectations, delegate tasks, foster accountability, initiate challenging conversations, and engage with our staff. These strategies will leave you feeling more confident and energized as managers and better equipped to support your team.

How to Participate

Join us for one of the following:

February 2 - 1pm-2:30pm

February 3 - 1pm-2:30pm

February 9 - 1pm-2:30pm

February 10 - 1pm-2:30pm

Join at

<https://us02web.zoom.us/j/84981927208?pwd=TXhUMXdTMUJqcWVjREZoMWpzRkxnZz09>

Meeting ID: 849 8192 7208 | Passcode: 592657

OR join in-person in Seelos Theatre

February 15 - 10am-11:30am



Join us for one of the following:

February 16 - 1pm-2:30pm

February 17 - 1pm-2:30pm

March 2 - 1pm-2:30pm

March 3 - 1pm-2:30pm


March 16 - 1pm-2:30pm

Join at

<https://us02web.zoom.us/j/81595045818?pwd=VnB3TkRZb0YvT2E1SVlVdWZ3YlE4Zz09>

Meeting ID: 815 9504 5818 | Passcode:648501





Training & Development for You	How to Participate
<p>NEW! Performance Management Facilitator: Cally Ritter, Positive Ripples Audience: Supervisors</p> <p>Performance management and the performance evaluation process are critical to promoting an employee's growth and development. At times, honest, direct communication about an employee's performance can be challenging. In this seminar, we'll explore the performance appraisal process in depth, reviewing goal settings, effective feedback, and competency development. In addition, we will discuss how to deliver level-setting feedback without triggering defensiveness and how to communicate feedback that employees may find hard to hear.</p>	<p>Join us for one of the following: March 23 - 10am-11:30am March 24 - 1pm-2:30pm March 30 - 1pm-2:30pm March 31 - 10am-11:30am April 5 - 10am-11:30am</p> <p>Join at https://us02web.zoom.us/j/89548794679?pwd=VC94dVlXWVlYdVJxL2NCNlNMd1ViUT09</p> <p>Meeting ID: 895 4879 4679 Passcode:029735</p> 
<p>NEW! Supervising & Managing Staff: Resources for Department Chairs and Program Directors Facilitator: Cally Ritter, Positive Ripples</p> <p>Does holding performance conversations cause you more anxiety and require more energy than teaching a class? If you answered "YES," you are not alone. Managing others can be challenging and leave us at times feeling depleted.</p> <p>This session is meant to support our Program Directors and Department Chairs as people managers, and help you explore how to set expectations, delegate, create accountability, hold difficult conversations, and engage your staff. The aim of this session is to provide you with some game-changing strategies that will leave you feeling more confident and energized as people managers.</p>	<p>Join us for one of the following: February 1 - 3:30pm-5pm February 8 - 3:30pm-5pm</p> <p>Join via this Zoom link.</p> <p>Meeting ID: 838 0538 2626 Passcode:734152</p>




Meet Our Facilitator, Cally Ritter, LICSW



Cally Ritter is the principal of Positive Ripple Training and Consulting. Her goal when working with an employee group is to inspire them to make shifts in their thinking and behavior for greater work/life effectiveness. She is a Licensed Independent Clinical Social Worker with a BA from Bucknell University and a Masters in Social Work from the University of Pittsburgh. She has worked more than 25 years as a facilitator, speaker and executive coach. Cally has consulted with and trained for the Red Sox, Reebok, Tufts University, Harvard University, WGBH, Wellesley College, Analog Devices, Beth Israel Deaconess Hospitals, the Massachusetts State Government, The Girl Scouts, and countless more.

PROSPEROUS YOU - Reflecting the College's commitment to your financial wellness.

Training & Development for You	How to Participate
<p>New Year, New You: 10 Financial Resolutions You Can Actually Keep Presenter: Barbara Quan, KGA</p> <p>Get your New Year off to a good start by concentrating on 10 financial resolutions that you can actually keep! We discuss how health and finances go together, how to create an action plan, and how to implement a monthly budget.</p>	<p>Available anytime!</p> <p>Stream online at https://tinyurl.com/yc8dcr28 with company code holycross.</p> 
<p>The Basics of Estate Planning Presenter: Dan Williams, KGA</p> <p>Through this workshop you will develop a better understanding of the documentation needed for successful Estate Planning. If you fail to plan you plan to fail! You will learn the many terms involved with will planning, guardianships, and trusts. The session will address costs, and pros and cons of various estate planning options, especially the importance of having the following documents in place: will, beneficiary forms, Health Care Proxy, Revocable Living Trust, and Durable Power of Attorney.</p>	<p>April 6 4pm – 5pm</p> <p>Register at https://us06web.zoom.us/webinar/register/WN_lvGiSUn8R2G5QsztxcorEQ</p> <p>Registration is required and can be completed up until the presentation time.</p> <p>Attendees can participate through the chat function. Video and audio will be turned off for attendees.</p> 

HEALTHY YOU - Reflecting the College's commitment to your wellness.

Training & Development for You	How to Participate
<p>Five Techniques for Deep Sleep Presenter: Rick Clerici, KGA</p> <p>Whether talking with a sleep physician or surfing the web, we can recognize the importance of getting the right amount of sleep. People who are consistently well-rested have determined the ideal quality and quantity balance to make them the type of sleepers we all aspire to be. This seminar explores the habits that help people to have consistent, deep sleep.</p>	<p>March 7 10am – 11am</p> <p>Register at https://us06web.zoom.us/webinar/register/WN_Y8ufqU3SqGBdry-kEa-LA</p> <p>Meeting ID: 826 8174 4799</p> <p>Registration is required and can be completed up until the presentation time.</p> <p>Attendees can participate through the chat function. Video and audio will be turned off for attendees.</p> 
<p>Boosting Your Resilience Presented by Katherine McHugh, KGA</p> <p>Stress is a part of everyday life. Since we can't eliminate it, learning how to recognize the signs of stress overload and boosting our ability to handle stressful situations can help. Understanding our own reactions to issues and planning ways to boost resilience can help us thrive amid stress. Learn ways to build your personal resiliency by cultivating a positive attitude, practicing healthy habits, and using self-care to stay mindful.</p>	<p>Available anytime!</p> <p>Stream online at https://kgreer.wistia.com/medias/dizxwou5ld</p> 
<p>Balancing Act or Acting Balanced? Presenter: Gail Parsons, KGA</p> <p>Remember when work-life balance was a reasonable goal? Since Covid-19 has disrupted the boundaries between work, school, and life, it is more important than ever to think differently about work-life balance. Is it an ideal worth striving for? A complete myth? One size fits all? It's time to stop feeling guilty about trying to "have it all" and more importantly, trying to "do it all". We'll dig deeper than the basic time management skills, productivity hacks, and stress management tips that are commonly featured in blogs and magazines. Our research-based approach will help you understand the keys to personal energy renewal and how it relates to your emotional, intellectual, and physical well-being. You'll also learn how to harness the power of mindfulness during these challenging times.</p>	<p>Available anytime!</p> <p>Stream online at https://kgreer.wistia.com/medias/b9sehncbfc</p> 

Training & Development for You	How to Participate
<p>Burnout Prevention: Manage Your Time, Find Your Focus and Master Your Energy Presenter: Gail Parsons, KGA</p> <p>If less anxiety, better focus, improved sleep, greater creativity, and a general sense of well-being appeal to you, then you should make time for this session to explore the science of energy renewal and its many real physical and mental health benefits.</p> <p>Attendees will:</p> <ul style="list-style-type: none">• Understand energy demands and energy boosters and how they impact your personal resilience• Examine the concept of stress as negative energy and how it can lead to burnout• Learn how resilience helps to build your personal strengths, improve your relationships, and foster mental toughness in today's complex world• Be challenged to connect without technology in a focused and meaningful way	<p>Available anytime!</p> <p>Stream online at https://kgreer.wistia.com/medias/l3lxwxehn5</p> 
<p>Daily Meditation Facilitator: Jenn Coode</p> <p>Meditation can help you feel more centered, manage stress and anxiety, and improve your outlook on life. Join Jenn Coode daily for a 15-minute meditation. No experience necessary! Join via Zoom or on the Zoom app on your smartphone for convenience.</p>	<p>Daily Mondays 3pm, Tuesdays 1:30pm, Wednesdays 11am, Thursdays 9am, and Fridays 2pm</p> <p>Access the sessions at https://holycross.zoom.us/j/99766142821?pwd=ME5FOEZwZUF6QkpHSkgzN21MVkVFZz09#success</p> <p>Meeting ID: 997 6614 282 Passcode: 520119</p> 

Training & Development for You

Unwinding Anxiety and Eat Right Now

Need a new path to better handle your anxiety or want to improve your relationship with food? Unwinding Anxiety and Eat Right Now offer 24-hour app support, daily mindfulness practices, and virtual individual support to help you transform your relationship with anxiety or food. Find out more at [Dr. Jud's YouTube channel](#).

How to Participate

Contact Jenn Coode at jcoode@holycross.edu or 508-793-3885 to set up a meeting for individual support (live or virtual).

<https://www.unwindinganxiety.com/>











<https://goeatrightnow.com/>



ADDITIONAL WEBINARS AVAILABLE FOR YOU TO STREAM ANYTIME!

All of the following webinars are available on demand, anytime, 24/7. A KGA account is required to view. Creating an account online through KGA is free. Visit the [KGA website](#) and look for **Become a Member** below the option to sign in. Our Company Code is holycross.

Training & Development for You	How to Participate
<p>Legal & Financial Webinars</p> <ul style="list-style-type: none"> ● Budgeting ● College Planning ● Estate Planning ● Debt Management ● Tax Consultation ● Bankruptcy ● Divorce 	<p>Stream online at https://my.kgalifervices.com/categories/legal-and-financial</p> 
<p>Workplace Support</p> <ul style="list-style-type: none"> ● Productivity ● Stress Management ● Time Management ● Career Development 	<p>Stream online at https://my.kgalifervices.com/categories/work</p> 
<p>Diversity & Inclusion</p> <ul style="list-style-type: none"> ● AAPI, Latinx, Black/African American, & Indigenous Peoples Content ● LGBTQIA Support ● Disability Awareness ● Allyship Information ● Anti-racism Resources 	<p>Stream online at https://my.kgalifervices.com/categories/racism-diversity-inclusion</p> 
<p>Covid-19 Resources</p> <ul style="list-style-type: none"> ● Working from Home ● Caring for Elderly ● Grief ● Return to Work ● Coping with Covid 	<p>Stream online at https://my.kgalifervices.com/categories/kga-covid-19-response</p> 

Training & Development for You	How to Participate
<p>Management Resources</p> <ul style="list-style-type: none"> ● Manager Essentials ● Performance Management ● Conflict Resolution ● Team Building ● Communication 	<p>Stream online at https://my.kgalifeservices.com/categories/managing-others</p> 
<p>Emotional Health</p> <ul style="list-style-type: none"> ● Anxiety ● Depression ● Stress ● Mindfulness ● Resiliency 	<p>Stream online at https://my.kgalifeservices.com/categories/emotional-health</p> 
<p>Physical Health</p> <ul style="list-style-type: none"> ● Fitness ● Nutrition ● Healthy Aging ● Sleep ● Pregnancy 	<p>Stream online at https://my.kgalifeservices.com/categories/physical-wellbeing</p> 
<p>Crisis</p> <ul style="list-style-type: none"> ● Coping with Crisis ● Trauma ● Grief & Loss ● Violence and Sexual Assault 	<p>Stream online at https://my.kgalifeservices.com/categories/crisis</p> 

1. Should you require a reasonable accommodation to support your participation in any of these training programs, please contact Kim McCullen at kmcculle@holycross.edu or at 508-793-2756.
2. As most of these trainings are being presented virtually, please notify HR if you would like access to a computer or chromebook to attend any of the sessions.
3. In addition, as noted in this brochure, some of these sessions will be screened live in Seelos to allow for participants to attend in a group setting and without technological barriers.