Anschutz

HR Professional Development Program
2027-2028

Date	Time	Course Topics	Projected Instructors
9/1/2027	8:30am – 5:00pm	HR Foundations The Path to Exceptional Productivity	Kaitlin Norris Andrea Duran Allen Abbott
10/6/2027	8:30am – 5:00pm	Keys to Hiring Success (Talent Acquisition) Demystifying HR Operations	Talent Acquisition & Classification Team HR Operations Team Supported by: Kaitlin Norris & Andrea Duran
11/3/2027	8:30am – 5:00pm	DISC for HR Professionals Understanding Emotional Intelligence	Andrea Duran Kaitlin Norris
12/2/2027 *(note: Thursday)*	8:30am – 5:00pm	HR Technology Essential Skills for the *Unofficial* Project Manager	HR Workforce Analytics Andrea Duran
1/12/2028	8:30am – 5:00pm	Employee Relations 101	Employee Relations and Performance Team Supported by: Kaitlin Norris
2/2/2028	8:30am – 5:00pm	Critical Conversations Navigating Change	Debbie Lammers Kaitlin Norris
3/1/2028	8:30am – 5:00pm	Trust Topic (TBD) Creativity Bootcamp	Andrea Duran Kaitlin Norris
4/5/2028	8:30am – 5:00pm	Creative Problem Solving Meeting Advantage	Debbie Lammers Kaitlin Norris & Andrea Duran
5/3/2028	8:30am – 5:00pm	Presentation Advantage *Capstone Presentations (afternoon with manager attendance and present graduation certificates)*	Kaitlin Norris L&D Team (as available)

NOTE: The location is to be determined but will be on the Anschutz Medical Campus. Lunch breaks will be provided on each session date, typically around 12:00 PM and lasting approximately one hour. However, timing may vary depending on curriculum pacing. Most sessions are expected to conclude before 4:30 PM, but calendars will be blocked until 5:00 PM to accommodate potential schedule adjustments.