



## TRAINING & DEVELOPMENT

### Professional Organizations:

[Society for Human Resource Management \(SHRM\)](#)  
[Human Resources Certification Institute \(HRCI\)](#)  
[College and University Professional Association for Human Resources \(CUPA\)](#)  
[Association for Talent Development \(ATD\)](#)  
[International Society for Performance Improvement](#)  
[National Human Resources Association](#)  
[Charlottesville SHRM Chapter](#)

### Events & Training:

[UVA Center for Leadership Excellence classes](#)  
[SHRM e-learning](#)  
[SHRM webcasts](#)  
[CUPA HR events](#)  
[CUPA HR e-learning](#)  
[CUPA HR Bootcamp](#)  
[ATD training](#)  
[ATD conferences and events](#)  
[WorldatWork webinars](#)  
[CPEhr Free HR webinars](#)  
[BizLibrary webinars \(HRCI approved webinars\)](#)  
[Workforce webinars](#)  
[Training Magazine Network webinars](#)  
[BrightTALK ManpowerGroup webinar series](#)  
[Harvard Business Review webinars](#)

### Education & Certifications:

[Certificate in Human Resources Management \(UVA SCPS\)](#)  
[Certificate in Leadership in Human Resources Management \(UVA SCPS\)](#)  
[HR Classes \(UVA SCPS\)](#)  
[PHR/SPHR Certification \(HRCI\)](#)  
[SHRM-CP/SHRM-SCP \(Society for Human Resource Management\)](#)

### Independent Learning:

#### ***Publications:***

[SHRM publications](#)  
[CUPA HR publications](#)  
[ATD publications](#)  
[HRM Today](#)

[Human Resources IQ](#)

[SHRM e-mail newsletters](#)

[Workforce](#)

[Training Magazine Network](#)

[Harvard Business Review](#)

**Books:**

[PHR/SPHR: Professional In Human Resources Certification Study Guide](#) by Sandra M. Reed  
& Anne M. Bogardus

[The SHRM Learning System - PHR/SPHR Certification Prep](#) by SHRM and HR Experts

[The Big Book of HR](#) by Barbara Mitchell and Cornelia Gamlem

[Flawless Consulting: A Guide to Getting Your Expertise Used](#) by Peter Blcok

[Leading Change](#) by John P. Kotter

[Love 'Em or Lose 'Em: Getting Good People to Stay](#) by Beverly Kaye and Sharon Jordan-Evans

[Overcoming the Five Dysfunctions of a Team: A Field Guide for Leaders, Managers &  
Facilitators](#) by Patrick Lencioni

[1001 Ways to Energize Employees](#) by Bob Nelson Ph.D.

[StrengthsFinder 2.0](#) by Tom Rath

[Strengths Based Leadership: Great Leaders, Teams, and Why People Follow](#) by Tom Rath &  
Barry Conchie

[Experience-Driven Leader Development: Models, Tools, Best Practices, and Advice for  
On-the-Job Development](#) by Cynthia D. McCauley, D.Scott DeRue, Pay R.Yost &  
Sylvester Taylor

[FYI for Your Improvement](#) by Michael Lombardo and Robert Eichinger

[Feedback that Works: How to Build and Deliver Your Message](#) by Sloan Weitzel

[Using Experience to Develop Leadership Talent](#) by Cynthia D.McCauley & Morgan W.  
McCall, Jr.

**Social Media:**

[SHRM Facebook](#)

[SHRM LinkedIn](#)

[SHRM Twitter](#)

[ATD Facebook](#)

[ATD LinkedIn](#)

[ATD Twitter](#)

**Other Resources:**

[Darden Business Publishing - UVA](#)

[National Association of Colleges & University Business Officers HR resources & news](#)

[Harvard Business Review articles, books and case studies](#)

[HRCI certification resources](#)

[SHRM exam preparation resources](#)

**On-the-job Resources:**

**Mentoring:**

[Management Mentors](#)

[National Mentoring Partnership](#)

[Center for Creative Leadership \(CCL\) mentoring information](#)

[Bringing People Together mentoring information](#)

[Virginia Mentoring Partnership](#)

[Free Management Library](#)

***Job Shadowing:***

[Careers Out There](#)

["The Job Shadow Knows: Try on a Career Before You Commit"](#)

[About.com "Job Shadowing is Effective On-the-Job Training"](#)

[Success Mentor Education Inc. "Top 7 Questions to Ask on a Job Shadow Interview"](#)

***Informational Interviews/Networking:***

[My UVA Career](#)

["Mastering the Informational Interview" \(NY Times\)](#)

["What is an Informational Interview Anyway?" \(U.S. News & World Report\)](#)

[Informational Interviewing: The Neglected Job Search Tool](#)

["How Does an Informational Interview Work?"](#)

***360 degree feedback:***

[UVA Center for Leadership Excellence: Leadership Consulting, 360 Degree Feedback](#)

[custom insight: "What is 360 Degree Feedback?"](#)

[American Psychological Association "Do 360 Evaluations Work?"](#)

[Sigma Assessment Systems: Best Practices in 360 Degree Feedback](#)

[About.com: "Sample Questions for 360 Reviews" by Susan M. Heathfield](#)

[SkillSoft: 360-degree Performance Appraisal](#)