

SPRING & FALL 2026 CATALOG
IN-PERSON & VIRTUAL



**ENHANCE
YOUR EMPLOYEE
& ORGANIZATION
PERFORMANCE**

With Skills-based Training
and Certificate Programs

**VISIT OUR WEBSITE FOR INFORMATION
ON PROGRAMS, VIEW WEBINARS AND MORE!**

WWW.KENT.EDU/YOURTRAININGPARTNER



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LIFELONG LEARNING

At its core, the Lifelong Learning unit at Kent State University exists to meet individuals and organizations where they are and to help them move forward with purpose. We support learning across the lifespan, offering experiences that range from youth camps that spark curiosity and early exploration, to our Senior Guest Program, which allows older adults in our community to audit credit-bearing courses tuition-free, and a wide array of professional and personal enrichment opportunities in between. Together, these offerings contribute to well-rounded individuals, a skilled workforce, and strong, resilient communities.



This work is especially critical in a region shaped by evolving industries, emerging technologies, and changing workforce demands. Employers increasingly need adaptable, skilled talent, while individuals seek learning that is timely, relevant, and directly connected to their goals. In response, Lifelong Learning delivers high-quality professional development and continuing education that strengthens careers, supports organizational growth, and contributes to regional economic vitality.

Our approach is grounded in collaboration and informed by real-world needs. Across all our programs, we are guided by a commitment to relevance, quality, and impact. Offerings are developed in partnership with employers, university colleges and departments, and community stakeholders, ensuring that learning experiences reflect both expertise and regional priorities. At the heart of this work is the belief that education is not a single milestone, but an ongoing process that enables individuals and organizations to adapt, innovate, and thrive.

As you explore this catalog, we invite you to view Lifelong Learning as a partner in progress. Whether you are advancing your own career, developing talent within your organization, or seeking to address emerging workforce and community needs, we welcome the opportunity to work with you to participate in meaningful, responsive learning experiences that make a lasting impact.

Audrey Lemmons, Executive Director
Lifelong Learning and Workforce Initiatives



KENT STATE UNIVERSITY IS A PROVIDER OF
RECERTIFICATION CREDITS FOR THE SHRM-CP AND
SHRM-SCP CERTIFICATIONS.



Kent State was a joy to work with, everything ran smoothly, and I truly appreciate the time you took with ESRL to meet our needs.

ALICIA BLAKE

STAFF DEVELOPMENT COORDINATOR

EASTERN SHORE REGIONAL LIBRARY



THREE TRAINING OPTIONS FOR YOU

1 PUBLIC, PROFESSIONAL DEVELOPMENT PROGRAMS AND CERTIFICATES

Looking for individual learning opportunities? Peruse this catalog to start your learning engagement with Kent State.

2 CORPORATE PARTNERSHIP SUBSCRIPTION PROGRAM

Want to make your overall investment more economical? Consider the benefits of engaging with us through our Corporate Partnership Subscription Program.

3 TAILORED TRAINING SPECIALLY FOR YOUR ORGANIZATION

Have a group that all need training on a specific topic? Engage our team to tailor programs that meet your strategic learning objectives.

CERTIFICATE FOR EMERGING LEADERS

Training tomorrow's leaders today is essential to ensuring effective succession planning for your organization. Kent State's Certificate for Emerging Leaders is designed to help those who have the potential and desire to be a leader, and are new to leadership roles, to develop the skills needed for success.

TRANSFORM YOUR ORGANIZATION WITH A FORWARD-THINKING MINDSET

FIVE PROGRAMS comprise the Kent State Certificate for Emerging Leaders:

- » **Effective Organizational Leadership: Engage and Execute**
- » **Strategies for Leading the Multigenerational Team**
- » **Influencing Up**
- » **Coaching Accountability for Impact on People and Results**
- » **Finance and Accounting for the Non-financial Professional – CELEMI Virtual Apples and Oranges™**



These programs may be taken individually for particular skill development or in the series to attain Kent State's **Certificate for Emerging Leaders**. With this certificate, you will also receive Kent State's digital certificate badge, a trusted method for real-time credential verification..

Effective Organizational Leadership: Engage and Execute

Facilitator: *Kristy Frieden*

Learn the characteristics of great leadership and identify the key elements of leadership, how they differ from management and how to make the transition. [learn more](#)

VIRTUAL \$395

MARCH 12 AND 13, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395

APRIL 2, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

APRIL 22, 2026
(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

SEPTEMBER 10, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

SEPTEMBER 24, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Finance and Accounting for the Non-financial Professional - CELEMI Virtual Apples and Oranges™

Facilitator: *Ned Parks*

This virtual fun, fast-paced business simulation focuses on the basics of business finance and financial literacy. Working in virtual teams and while filling out the profit and loss statement and balance sheet, participants get instant feedback on how their decisions impact and influence the bottom line. [learn more](#)

VIRTUAL \$495

APRIL 10, 2026
(FRI) 8:30 A.M. - 4:30 P.M.

NOVEMBER 5, 2026
(THURS) 8:30 A.M. - 4:30 P.M.

Strategies for Leading the Multigenerational Team

Facilitator: *Deborah Easton*

Today's workplace is affected by six generational mindsets. This program explains the origins of generational mindsets and their impact on work practices. You will learn practical skills and strategies for leading to maximize the contributions of every generation on your team. [learn more](#)

VIRTUAL \$395

MARCH 26 AND 27, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395

APRIL 29, 2026
(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 7, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 17, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

OCTOBER 6, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

INFLUENCING UP
Facilitator: *Amy Shannon*

Influencing Up

Facilitator: *Amy Shannon*

Influencing is a skill that we simply learn as we grow up by copying others around us and is primarily based on our life experiences. However, there are techniques that we can learn and apply to most effectively influence others. [learn more](#)

VIRTUAL \$395

FEBRUARY 17 AND 18, 2026
(TUES & WED) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395

OCTOBER 14, 2026
(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

NOVEMBER 19, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Coaching Accountability for Impact on People and Results

Facilitator: *Deborah Easton*

The balance between productivity and work relationships is the key to team success. When people choose behaviors that inhibit a culture of accountability, this balance can be challenging to maintain. [learn more](#)

IN-PERSON \$395

MARCH 19, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 28, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 24, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

OCTOBER 2, 2026
(FRI) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

**This session was
transformational
to our leadership team.**

TINA SCOTT, SENIOR HR MANAGER

MIRKA USA INC.



THE SHRM LEARNING SYSTEM®



Establish yourself as a globally recognized human resource expert by earning the standard in HR certification: SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP).

These professional certifications can open doors for professional advancement, serve to harmonize standards with changing expectations and signal to employers advanced professional development.

Ensure you're prepared with our professional development program designed for SHRM credential candidates.

Expand and test your knowledge and practical, real-life competencies in

HUMAN RESOURCES PROGRAMS

The SHRM Learning System® for SHRM CP/SCP Certification Preparation Course

Facilitator: [Luke Fausnaugh](#)

Ensure you're prepared with our course designed for SHRM credential candidates. Expand and test your knowledge and practical, real-life competencies in areas critical for HR career success. This intensive 12-week program offered by Kent State University combines expert instruction with the SHRM Learning System® for SHRM-CP/SHRM-SCP, so you will learn faster, retain more knowledge and stay on track for success on the exam. [learn more](#)

VIRTUAL \$1,395

FEBRUARY 10 - MAY 5, 2026*

(TUES) 6:00 P.M. - 9:00 P.M

SEPTEMBER 8 - DECEMBER 1, 2026*

(TUES) 6:00 P.M. - 9:00 P.M

*There will be one week off, to be determined

DiSC®: Keys to Improved Communication

Facilitator: [Ned Parks](#)

Learn how behaviors, motivators and personal styles impact our relationships at work and at home. This innovative and interactive session is based on the DiSC® behavioral social style index. [learn more](#)

VIRTUAL \$395

MAY 8, 2026

(FRI) 8:30 A.M. - 12:00 P.M

DECEMBER 10, 2026

(THURS) 8:30 A.M. - 12:00 P.M



KENT STATE UNIVERSITY IS A PROVIDER OF
RECERTIFICATION CREDITS FOR THE SHRM-CP AND
SHRM-SCP CERTIFICATIONS.

\$874
**2025 average training
expenditure per learner**
<https://trainingmag.com/2025-training-industry-report/>



LEAN SIX SIGMA TRAINING AND CERTIFICATION

Smoother processes, greater efficiency and cost savings are just a few of the advantages that will make your organization more competitive when you implement Lean and Six Sigma continual improvement principles. Lean techniques eliminate wasteful activities, while Six Sigma is a disciplined method for meeting customers' expectations and eliminating defects in any process.

Investing in Lean Six Sigma training is the beginning of a new way of doing business. A commitment to implementing these methodologies and tools creates a culture of operational excellence. In the end, you'll achieve bottom-line results from the projects your Black Belts undertake, and you'll transform your organization into a more efficient, customer-focused one.

LEAN SIX SIGMA PROGRAMS

Lean Six Sigma Green Belt Training and Certification

Facilitator: [Steve Skillman](#)

A highly trained professional, skilled in continuous improvement tools and techniques with the understanding of the concepts of Lean and Six Sigma, can enhance an organization's processes, assist in increasing productivity, support a continuous improvement culture and help an organization function at peak efficiency and accountability. Kent State's Lean Six Sigma Green Belt Training and Certification is a focused, intense program for continuous improvement change agents. These change agents will gain an understanding of, and skills in, the in-depth concepts, tools and techniques of Lean and Six Sigma. [learn more](#)

VIRTUAL \$2,995

FEBRUARY 16 - MARCH 24, 2026

8:00 A.M. - 12:00 P.M.

[SEE WEBSITE FOR COMPLETE SCHEDULE](#)

SEPTEMBER 14 - OCTOBER 20, 2026

8:00 A.M. - 12:00 P.M.

[SEE WEBSITE FOR COMPLETE SCHEDULE](#)

Lean Six Sigma Black Belt Training and Certification

Facilitator: [Steve Skillman](#)

A Lean Six Sigma Black Belt is known as a highly trained team leader, communicator, statistical analyst and project manager. In this program you will learn how to use this diverse set of 'soft' and 'hard' skills to effectively lead critical business projects to successful completion. Kent State's Lean Six Sigma Black Belt Training and Certification is a focused, intense program for continuous improvement change agents looking to advance beyond the Green Belt level. [learn more](#)

VIRTUAL \$2,995

APRIL 13 - MAY 19, 2026

8:00 A.M. - 12:00 P.M.

[SEE WEBSITE FOR COMPLETE SCHEDULE](#)

NOVEMBER 9 - DECEMBER 15, 2026

8:00 A.M. - 12:00 P.M.

[SEE WEBSITE FOR COMPLETE SCHEDULE](#)

* Completion of the Green Belt program is a prerequisite for the Black Belt program

**A Kent State
Black Belt trainee
will see an estimated**

47-TO-1

**RETURN ON THE
TRAINING INVESTMENT**
with the first project alone.

***Based on Survey results
from sponsoring organization**

Contact us today to learn more about our programs and
how we can tailor and deliver them for your organization.
MORE INFO: YourTrainingPartner@kent.edu OR 330-672-5802

JOIN OUR
Linkedin
GROUP

CERTIFICATE IN PROJECT MANAGEMENT



LEARN THE SKILLS TO MANAGE PROJECTS TO STAY ON TIME AND ON BUDGET

Using a balanced mix of lecture, group exercises and a project case study, you will learn the skills necessary to manage a project from launch through completion. Particular emphasis is placed on defining the customer's requirements and building a realistic schedule. This certificate consists of the following programs:

REQUIRED CORE PROGRAM:

- Essential Skills for Managing Projects
- Advanced Skills for Managing Projects

The tools and principles taught in this certificate are based on the Project Management Institute's (PMI)® Project Management Body of Knowledge (PMBOK® Guide). Kent State facilitator Pete Evangelista is a certified Project Management Professional (PMP) through the Project Management Institute.

These programs may be taken individually for particular skill development or in the series to attain Kent State's Certificate in Project Management. With this certificate, you will also receive Kent State's digital certificate badge, a trusted method for real-time credential verification that provides an indicator of your accomplishment for you to display online.

PMI and PMBOK® Guide are registered marks of the Project Management Institute Inc.

REQUIRED:

Essential Skills for Managing Projects

Facilitator: [Pete Evangelista, PMP](#)

In this program, you will learn basic knowledge on what it takes to carry out projects effectively through the understanding and application of standard project management tools and techniques. It is a nuts-and-bolts program that presents you with "everything you need to know" to manage projects effectively. [learn more](#)

VIRTUAL \$790

FEBRUARY 3, 4, 10 AND 11, 2026
(TUES & WED) 8:30 A.M. - 12:00 P.M.

NOVEMBER 9, 10, 16 AND 17, 2026
(MON & TUES) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$790

MARCH 3 AND 4, 2026
(TUES & WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

MARCH 24 AND 25, 2026
(TUES & WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

SEPTEMBER 22 AND 23, 2026
(TUES & WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

OCTOBER 13 AND 14, 2026
(TUES & WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Advanced Skills for Managing Projects

Facilitator: [Pete Evangelista, PMP](#)

In this program, you will take a more in-depth look at critical topics in Project Management. The tools and principles taught in this program are based on the Project Management Institute's *Project Management Body of Knowledge (PMBOK® Guide)*. [learn more](#)

VIRTUAL \$395

FEBRUARY 24 AND 25, 2026
(TUES & WED) 8:30 A.M. - 12:00 P.M.

DECEMBER 7 AND 8, 2026
(MON & TUES) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395

APRIL 8, 2026
(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

APRIL 14, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

SEPTEMBER 29, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

OCTOBER 20, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO



This program has been a great learning experience for me and it will be very applicable to my daily projects.

BRADY COLLIN, PROCUREMENT ANALYST,

SHEARER'S FOODS



CERTIFICATE IN PROJECT LEADERSHIP



LEADERSHIP IN ANY PROJECT IS CRUCIAL TO ITS SUCCESS.

While managing projects to the traditional project constraints of time, scope and budget are important, project leadership ensures that the organization's investment in each project helps advance the organization's strategy. While our certificate courses are practicing and encouraging great Project Management practices, maybe more importantly, we are equipping participants to be great business partners.

As a follow-up to the Certificate in Project Management, Kent State University's new Certificate in Project Leadership helps you develop these skills.

YOU WILL RECEIVE HANDS-ON SKILLS AND PRACTICE IN:

- » ALIGNING PROJECT INVESTMENTS TO ORGANIZATIONAL STRATEGIC GOALS
- » BUSINESS DECISION MAKING
- » NEGOTIATION
- » PROJECT CONTRACT TYPES AND THEIR ASSOCIATED RISKS
- » CONFLICT MANAGEMENT
- » AGILE AND ADAPTIVE PROJECT MANAGEMENT
- » PROJECT ROLES AND RESPONSIBILITIES
- » MANAGING MULTIPLE PROJECTS
- » PROJECT EVALUATION

REQUIRED:

Project Leadership

Facilitator: *Pete Evangelista, PMP*

Organizing and managing the day-to-day activities of a project can be challenging enough. However, successful project managers must also have the skills necessary to lead teams through difficult decisions, and communicate with and influence stakeholders outside the core project team. The difference between management and leadership will forever be debated; but when it comes to projects, you manage the process and lead the people. This program focuses on five skills necessary to effectively lead a project. [learn more](#)

VIRTUAL \$395

APRIL 28 AND 29, 2026

(TUES & WED) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395

OCTOBER 6, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

OCTOBER 27, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

REQUIRED – ONE OF THE FOLLOWING PROGRAMS:

Practical Agile Project Management

Facilitator: *Pete Evangelista, PMP*

We will examine Agile (primarily Agile Scrum) and Adaptive project techniques as tools and options for project management. We will determine how to apply the very best ideas, with the least amount of disruption to the systems, tools and accomplishments of your current organizational structure. [learn more](#)

IN-PERSON \$395

MAY 12, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

JUNE 2, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

NOVEMBER 18, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

DECEMBER 9, 2026

(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Project Portfolio Management

Facilitator: *Pete Evangelista, PMP*

This one-day training will explore practical methods for selecting and managing a portfolio of projects. A primary focus will be activities that add value to meeting the organization's mission and how to avoid being labeled as the "paper-pushing bureaucrats," "road-blocking gatekeepers," "project cops," or "sideline observers." In addition to discussing best practices in both large and small group settings, hands-on exercises will provide reinforcement of each concept's application. [learn more](#)

IN-PERSON \$395

MAY 19, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

JUNE 10, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

NOVEMBER 4, 2026

(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

DECEMBER 1, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

REQUIRED CORE PROGRAMS - SUPERVISION AND MANAGEMENT FUNDAMENTALS CERTIFICATE

*See page 17-18 for ELECTIVE programs

TWO NEWLY REVISED KENT STATE CERTIFICATES OF SUPERVISION AND MANAGEMENT NOW AVAILABLE:

FUNDAMENTALS CERTIFICATE

(see pages 15-16)

To earn KENT STATE'S FUNDAMENTALS certificate, complete the four required core programs (below)

PLUS, complete any TWO of the following electives: *

- » Managing Transition and Embracing Change During Challenging Times
- » Making Great Decisions
- » Understanding Emotional Intelligence to Increase Your Effectiveness
- » Dealing with Difficult Behaviors
- » Coaching for Top Performance
- » HR for Non-HR Professionals
- » Navigating the Transition from Peer to Supervisor
- » Crash the Barriers

ADVANCED CERTIFICATE

(see page 19-20)

To earn KENT STATE'S ADVANCED CERTIFICATE, first complete Kent State's Supervision and Management Fundamentals Certificate.

PLUS, complete the THREE REQUIRED CORE programs below:

- » CELEMI Agile Move™
- » CELEMI Apples & Oranges™
- » Effective Performance Management for Managers and Supervisors

PLUS, complete any TWO ELECTIVES not already taken.

Enhancing Interpersonal Communication Skills

Facilitator: [Deborah Easton](#)

Effective communication skills give you the power to achieve success in your supervisory role, as well as in all of your relationships. This program provides you the opportunity to assess communication strengths and weaknesses and learn a variety of practical, powerful communication strategies that can be applied immediately on the job. [learn more](#)

VIRTUAL \$395 

JANUARY 29 AND 30, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

OCTOBER 8 AND 9, 2026
(THUR & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

FEBRUARY 24, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

APRIL 7, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 22, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 15, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Motivating Employees

Facilitator: [Mike Rooney](#)

Have you found what works to motivate your employees for improved performance? Learn about the many motivational options beyond increased pay. Find out what types of rewards work in what types of circumstances. Gain ideas you can use to impact employee performance upon your return to the workplace. [learn more](#)

VIRTUAL \$395 

FEBRUARY 12 AND 13, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

DECEMBER 1 AND 2, 2026
(TUES & WED) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

MARCH 3, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

APRIL 23, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 16, 2026
(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

DECEMBER 16, 2026
(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Turning Conflict Into Collaboration

Facilitator: [Ned Parks](#)

Conflict is natural within the workplace and a predictable part of working with others. Yet unresolved conflict negatively affects morale, motivation, communication, attitudes and productivity. If handled appropriately, your conflict can lead to positive, cooperative situations. [learn more](#)

VIRTUAL \$395 

FEBRUARY 19 AND 20, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

DECEMBER 17 AND 18, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

MARCH 26, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 14, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 29, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 29, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Managing Discipline

Facilitator: [Mike Rooney](#)

Manage discipline effectively and your organization will observe reduced discord among employees, decreased numbers of grievances and increased productivity. You and your organization will experience increased cooperation among employees and sustained positive employee relations, leading to an enhanced organizational culture where everyone is working together toward the same goals. [learn more](#)

VIRTUAL \$395 

FEBRUARY 26 AND 27, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

DECEMBER 10 AND 11, 2026
(THURS & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

MARCH 17, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 7, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 1, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

NOVEMBER 12, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

RISING TO THE CHALLENGES

Kent State's Certificates of Supervision and Management are designed specifically to strengthen and develop the skills you need to effectively lead frontline employees and get work accomplished through others.



Contact us today to learn more about our programs and how we can tailor and deliver them for your organization.

MORE INFO: YourTrainingPartner@kent.edu OR 330-672-5802

JOIN OUR
Linked in
GROUP

ELECTIVE PROGRAMS - SUPERVISION AND MANAGEMENT FUNDAMENTALS CERTIFICATE

*See page 15-16 for CORE programs and page 19-20 for ADVANCED CORE

Making Great Decisions

Facilitator: [Philip Kim](#)

When was the last time you or your team sat down and evaluated the lessons learned from either a great decision or a bad decision? Managers, employees and teams are constantly making and implementing decisions, but few examine the process and assess the quality of their decisions. [learn more](#)

IN-PERSON \$395 

APRIL 21, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 12, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 13, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

NOVEMBER 10, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Understanding Emotional Intelligence to Increase Your Effectiveness

Facilitator: [Kristy Frieden](#)

Whether we are at work, home or in our community, knowing and managing our emotions, and responding appropriately to the emotions of others, will determine our ability to work effectively and achieve the outcomes we desire. [learn more](#)

IN-PERSON \$395 

APRIL 9, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 20, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 22, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

NOVEMBER 17, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Managing Transition and Embracing Change During Challenging Times

Facilitator: [Kristy Frieden](#)

To manage change effectively, a manager must understand the change process and be able to identify his or her personal role in any successful transition. Participants will learn to recognize resistance to organizational change, how to overcome it and identify strengths and opportunities in their change management approach. [learn more](#)

VIRTUAL \$395 

MARCH 19 AND 20, 2026

(THURS & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

OCTOBER 21, 2026

(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

DECEMBER 2, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Coaching for Top Performance

Facilitator: [Amy Shannon](#)

Are you prepared to get the best from your organization's employees? The greatest impact managers can make comes from how they deliver results through others. [learn more](#)

VIRTUAL \$395 

MARCH 10 AND 11, 2026

(TUES & WED) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

APRIL 1, 2026

(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 5, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 30, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

DECEMBER 3, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Dealing with Difficult Behaviors

Facilitator: [Deborah Easton](#)

One of the greatest causes of workplace stress is dealing with "problem" people: customers, co-workers, employees, or managers. Most people's reaction is to "fight fire with fire," escalating an already tense situation. [learn more](#)

VIRTUAL \$395 

FEBRUARY 5 AND 6, 2026

(THURS & FRI) 8:30 A.M. - 12:00 P.M.

NOVEMBER 12 AND 13, 2026

(THURS & FRI) 8:30 A.M. - 12:00 P.M.

IN-PERSON \$395 

APRIL 14, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 19, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 27, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

NOVEMBER 5, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Navigating the Transition for Peer to Supervisor

Facilitator: [Mike Rooney](#)

Moving into a leadership role is a natural progression in an employee's career. Often this transition means that the new leader is now 'in charge' of people who were previously peers. Navigating this transition can be a challenge for anyone. This program is designed to help leaders make that transition go smoothly. [learn more](#)

IN-PERSON \$395 

APRIL 16, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

MAY 6, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 7, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

NOVEMBER 18, 2026

(WED) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Human Resources (HR) Fundamentals for Non-HR Professionals

Facilitator: [Mike Rooney](#)

In this eight-hour program frontline leaders will learn about relevant human resource (HR) topics and functions that impact daily operations. Participants will gain appreciation for the scope of HR responsibilities of attracting, developing and retaining employees. Basic aspects of compliance and employment law will be reviewed. [learn more](#)

IN-PERSON \$395 

APRIL 28, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

JUNE 4, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

SEPTEMBER 23, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 8, 2026

(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

Crash the Barriers: Build Your Team

Facilitator: [Ned Parks](#)

This program is a unique Table Top Business Simulation™ that is the foundation for a highly interactive workshop. Most team members know the team is not functioning as well as it should, but do not know to diagnose the issues. This program will teach individuals how to identify challenges, build teams and group interactions with the goal of working in a high-performing team. [learn more](#)

IN-PERSON \$395 

APRIL 1, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

APRIL 17, 2026

(FRI) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

DECEMBER 9, 2026

(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

DECEMBER 15, 2026

(TUES) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS



I would highly recommend this program to anyone who is ready to take the next step in becoming a better leader as a whole.

MICHAEL MAPLE,
PRODUCTION COORDINATOR
LUXIUM SOLUTIONS



SUPERVISION AND MANAGEMENT ADVANCED CERTIFICATE REQUIRED CORE PROGRAMS

Indicates one of the THREE CORE (required) programs to earn the certificate.
See page 17-18 for description of the elective programs

Effective Performance Management for Managers and Supervisors

Facilitator: [Kristy Frieden](#)

Research shows that a majority of managers, employees and HR leaders feel that their performance management results are ineffective and/or inaccurate. Additionally, performance reviews are dreaded by most managers and seem to demotivate and disengage rather than inspire employees to work more efficiently and productively. In this program, you will learn how to put value back into your performance review process by understanding the key components of a successful performance management system.

[learn more](#)

IN-PERSON \$395

MARCH 24, 2026
(TUES) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

NOVEMBER 19, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
KENT STATE STARK CAMPUS

DECEMBER 8, 2026
(TUES) 8:30 A.M. - 12:00 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

Finance and Accounting for the Non-financial Professional - CELEMI Virtual Apples and Oranges™

Facilitator: [Ned Parks](#)

This virtual fun, fast-paced business simulation focuses on the basics of business finance and financial literacy. Working in virtual teams and while filling out the profit and loss statement and balance sheet, participants get instant feedback on how their decisions on matters from customer service to stock management, impact and influence the bottom line. [learn more](#)

VIRTUAL \$495

APRIL 10, 2026
(FRI) 8:30 A.M. - 4:30 P.M.
NOVEMBER 5, 2026
(THURS) 8:30 A.M. - 4:30 P.M.

CELEMI Agile Move™

Facilitator: [Ned Parks](#)

Agile is a set of values and principles for any project or initiative that focus on customer value, leadership, teamwork and decision-making. In CELEMI Agile Move™, participants work in teams to explore and develop an Agile mindset. This digital business simulation is set in a fictitious company dealing with the typical operational, strategic and leadership challenges that many organizations are facing today. Participants work through the challenges and discuss and agree on which route to take – and get instant feedback on how well their decisions align with agile principles. Teams compete to see who can work the most agile and deliver the best results. [learn more](#)

VIRTUAL \$495

MARCH 6, 2026
(FRI) 8:30 A.M. - 4:30 P.M.

DECEMBER 3, 2026
(THURS) 8:30 A.M. - 4:30 P.M.

DESIGN TRAINING PROGRAMS THAT MAKE AN IMPACT!

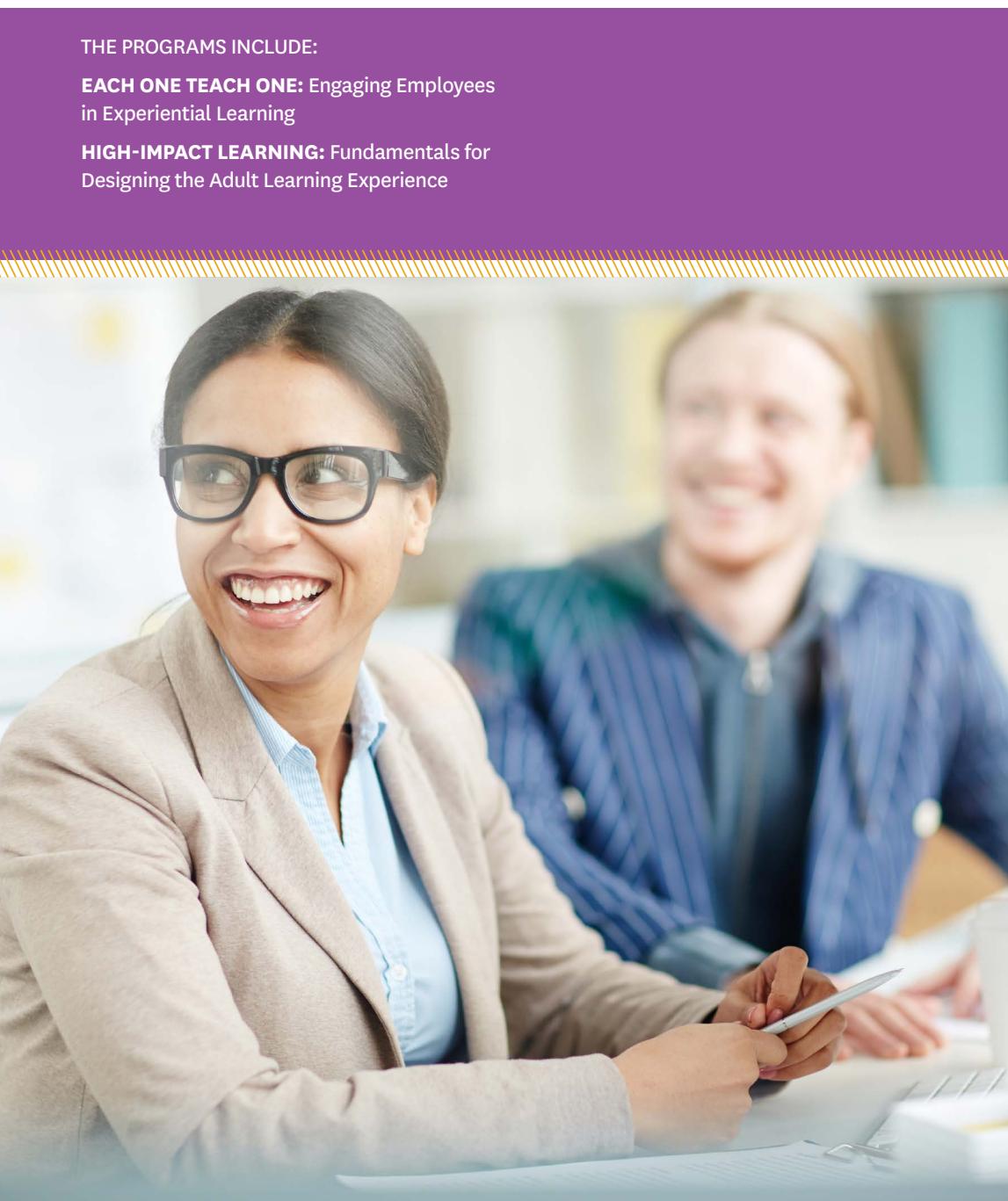
CERTIFICATE OF TRAINING AND DEVELOPMENT

Kent State's Certificate of Training and Development provides you with the skills and knowledge necessary to design and deliver effective employee training – whether you are delivering your training programs in-person or virtually. You will learn to use a systematic method for developing effective training content. The comprehensive certificate consists of two programs providing high-impact, practical skills and tools for developing and facilitating your adult learning experiences.

THE PROGRAMS INCLUDE:

EACH ONE TEACH ONE: Engaging Employees in Experiential Learning

HIGH-IMPACT LEARNING: Fundamentals for Designing the Adult Learning Experience



TRAINING AND DEVELOPMENT PROGRAMS

Each One Teach One: Engaging Employees in Experiential Learning

Facilitator: *Christine Zust*

Whether you design and deliver in-person instructor-led training, virtual instructor-led training or blended learning training programs, this core curriculum as part of the Certificate in Training and Development helps you to achieve multiple learning objectives. [learn more](#)

IN-PERSON \$790

MAY 6 AND 27, 2026
(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 15 AND 29, 2026
(THURS) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

High-impact Learning: Fundamentals for Designing the Adult Learning Experience

Facilitator: *Ned Parks*

Successful course design in a short amount of time is a requirement in today's fast-paced environment. It requires the training professional to deliver high-quality, high-impact training; often with little budget and under severe time constraints. Understanding the needs of adult learners is the key to success in this process. The workshop will provide you with adult learning foundations and design skills specific for those conducting any type of training. [learn more](#)

IN-PERSON \$395

MAY 20, 2026
(WED) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

OCTOBER 23, 2026
(FRI) 8:30 A.M. - 4:30 P.M.
EDUCATIONAL SERVICE CENTER OF NEO

The above programs may be taken individually for particular skill development or in the series to attain Kent State's Certificate of Training and Development. With this certificate, you will also receive Kent State's digital certificate badge, a trusted method for real-time credential verification that provides an indicator of your accomplishment for you to display online. *Development.*

\$102.8 BILLION

**TOTAL U.S. TRAINING
EXPENDITURES**
in 2025

<https://trainingmag.com/2025-training-industry-report/>



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Two Great Marketing Leaders. One Powerful Course. Not only will you receive a DMI certification, but you also receive the Professional Certified Marketer (PCM) awarded by the American Marketing Association (AMA). Both are internationally recognized. Get ahead and stand out in your career with dual online digital marketing certifications. Delivered 100% online, learn Google Ads (PPC), Analytics, Facebook Ads, content marketing, SEO and more. Two certifications for the price of one.

You will acquire a hands-on learning experience that will enable you to demonstrate a strong foundation in digital marketing, covering the main concepts, techniques, and skills required in order to develop, plan and implement an effective digital marketing strategy.

Gain a holistic understanding and competency in the key areas of digital marketing

Learn durable skills so you can stay relevant, no matter what's trending

Join a community of like-minded marketers and industry experts

Keep learning with Continuous Professional Development (CPD) on Marketing Topics

DIGITAL MARKETING CERTIFICATIONS

ONLINE, ON DEMAND TRAINING

This online digital marketing certification is ideal for a wide range of professionals including Marketing Executives, Managers, IT Managers and Senior Management. It is also ideal for small business owners or anyone involved in the planning, implementation or measurement of digital strategies, along with anyone keen to pursue a career in digital marketing. Becoming a Certified Digital Marketing Professional will benefit you regardless of your skills or experience and will empower you to maximize the impact of your marketing through powerful digital tools.

Certified Digital Marketing Professional + Professional Certified Marketer

Upon successful completion of a three-hour computer-based examination, you are awarded two of the world's most widely recognized digital marketing certifications – the DMI certification and the Professional Certified Marketer (PCM) awarded by the American Marketing Association (AMA).

As a certified digital marketing professional you get the confidence you need to create and steer transformative and revenue generating digital marketing strategies for organizations of any and all sizes. You will also receive a globally recognized certified professional badge to display on your LinkedIn profile, while also gaining access to the MyDMI membership platform to maintain your skills as you continue to learn and grow, to network, and to gain valuable CPD points. [learn more](#)

ONLINE LEARNING \$1,955 

30 HOURS FLEXIBLE ONLINE
LEARNING BEGINS FIRST OF EACH MONTH

*SEE WEBSITE FOR ADDITIONAL
INFORMATION

 **Digital Marketing jobs are
PROJECTED TO GROW 32.1%
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IMPROVE YOUR SKILLS ON YOUR OWN TIME WITH ONLINE TRAINING PROGRAMS

It is easy to participate in your online program. After you register, you will receive via email a web address and password to access your online classroom. You will use your email address and password to gain access to the learning.

The online classroom is open 24 hours a day seven days a week. There are no live real-time requirements or meetings. You decide when you participate.

If you don't see what you're looking for, contact us! There are many more programs available.



ONLINE CERTIFICATE PROGRAMS

Bookkeeping Certificate

The Bookkeeping Certificate will provide you with the knowledge needed to measure, and manage, the financial health of your business. This program focuses on cash basis accounting.

Certificate in Business Writing

Successful communicators in the workplace move forward, others move back. Enhance your career by improving this critical communication skill.

Certificate in Data Analysis

Companies have vast amounts of data, but it is rare to have someone with the ability to analyze that data to see trends and make predictions. Data Analysis is quickly becoming one of the most sought-after skills in the workplace.

Entrepreneurship Certificate

Boost your chances of success for your new or small business and reduce your risks. Learn how to create a business plan, including assessing business feasibility and prepare the management and financial plans.

Graphic Design Software Essentials Certificate

The Adobe software tools are the leading software for graphic design. Learn to use Adobe Illustrator, Photoshop and InDesign to design logos, flyers, posters, banners, business cards, brochures, flyers, books, magazines and more.

Mastering Video Marketing Certificate

Video marketing is the most recent new marketing trend. Shoppers who viewed product videos were 144 percent more likely to add the product to their cart. Learn video marketing techniques including storytelling, SEO and increasing shopping cart conversions.

Social Media for Business Certificate

From Facebook to Twitter, blogging, YouTube, LinkedIn and more, discover the new principles of communication that apply across all networks, how these specific social networks work and the possible uses for your organization.

ONLINE INDIVIDUAL PROFESSIONAL DEVELOPMENT PROGRAMS

Computer Applications

- Adobe: Acrobat, Dreamweaver, Illustrator, InDesign, Photoshop, Premiere
- AutoCAD
- Certified Information Security Manager (CISM)
- Intuit Quickbooks
- Microsoft: Access, Excel, Outlook, PowerPoint, Suite, Word
- Web Design: HTML5, CSS3

Project Management Online Programs

- Project Quality Management
- Project Risk Management
- Agile Development and Project Management
- Project Scope Management
- Project Management for IT Professionals

On-Demand Learning Programs

- Certified Associate in Project Management (CAPM) Exam Prep
- Project Management Professional PMP® Exam Prep
- Introduction to Project Management
- Business Management and Organizational Leadership with CAPM

Online Professional Development Programs

- Business Law for Entrepreneurs
- Corporate Social Responsibility
- Critical Thinking
- Effective Negotiations
- Business Management and Organizational Leadership
- Professional Communication
- Public Speaking
- Many More!

► EASY WAYS TO REGISTER



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330-672-5702 between 8 a.m. and 5 p.m. daily with your registration.



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10% OFF: Three or more employees registered for the same program

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► CANCELLATION AND TRANSFER POLICY

Kent State University reserves the right to cancel programs. In the event that your program is cancelled, a full refund will be issued. Fees paid by credit cards will be processed immediately. Check and cash payments will be refunded with a Kent State University check issued within four weeks of cancellation.

Should you wish to withdraw from a program for which you are registered, you may cancel the registration or transfer into the next scheduled program according to the following policies:

- Kent State must be notified of your cancellation or request to transfer to the next scheduled program more than **five business days** prior to the program start date to receive a 100 percent refund or no fee for the transfer.
- If Kent State is notified of your cancellation or request for transfer fewer than **five business days** before the program start date, you may receive a 50 percent refund for the cancellation; a \$50 transfer fee will be applied if you choose to transfer into the next scheduled program.
- There will be no refund if Kent State receives notification of the cancellation on the program start date or if you do not attend the program.
- If you are unable to attend, you may substitute another member of your organization at no additional cost. Please notify Kent State of this change before the program start.
- Kent State's transfer policy allows for a one-time transfer into the next scheduled program within one year of the transfer request according to the policies above.

► MEET OUR FACILITATORS

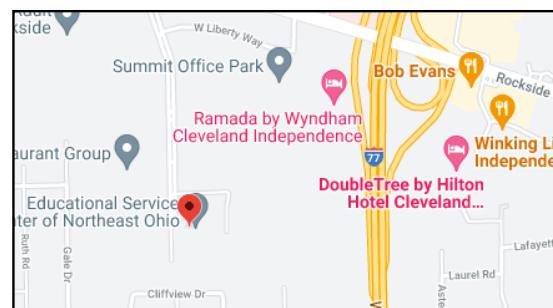
Kent State's Center for Corporate and Professional Development employee development training facilitators are subject matter experts with a passion for the area of their expertise.

They have many years of practical real-world experience that enables them to customize the training content to your organization and allows for seamless application by your

[VIEW ON WEBSITE](#)



► IN-PERSON TRAINING INFORMATION



Educational Service Center (ESC) of Northeast Ohio
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Independence, OH 44131

www.escneo.org

The ESC is conveniently located off I-77 and I-480 in Independence Ohio. Parking is free.



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North Canton, OH 44720
www.kent.edu/stark

BECOME A CORPORATE PARTNER



Front-line leadership is one of the most important resources in our organization.

By investing in their development and providing them with foundational and critical leadership skills training, we help set our organization up for success. When we partnered with Kent State University, they were able to provide us programs that taught our frontline leaders today the critical skills needed such as managing conflict, emotional intelligence, and motivating and empowering their teams. With the positive feedback from both participants and managers, we are thrilled to expand the program and look forward to our continued partnership with KSU.



KATARINA SODERSTROM

DIRECTOR, LEARNING & OD

AVERYDENNISON

CORPORATE SUBSCRIPTION PROGRAM

MANAGE YOUR TRAINING NEEDS & YOUR TRAINING BUDGET WITH OUR CORPORATE SUBSCRIPTION PROGRAM

By investing in a Kent State Corporate Partnership Subscription Program you may purchase blocks of registrations for Kent State's one- and two-day public, open enrollment programs at discounted rates.

Your benefits of this investment include:

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- Confidence that your employees develop skills and remain engaged
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- Discounted training costs and efficiency with one simple payment
- Invitation to join Kent State's Advisory Board (based on investment level)

[*Email us for more information*](#)



Contact us today to learn more about our programs and how we can tailor and deliver them for your organization.
MORE INFO: YourTrainingPartner@kent.edu OR 330-672-5802

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CUSTOM TRAINING SOLUTIONS TO FIT YOUR ORGANIZATION'S NEEDS

Gain the advantages of partnering with Kent State's Center for Corporate and Professional Development. You receive a strategic solution, competitive pricing and quick response times. When working with Kent State, you can expect to experience a strategic approach to the training or consulting solution, which ensures that it has noteworthy, relevant impact. You also know that the professionals effectively manage the details.

✓ STRATEGIC SOLUTIONS ✓ COMPETITIVE PRICING ✓ QUICK RESPONSE TIMES



Kent State's tailored live, facilitator-led training for your organization's groups is delivered in the format that is most practical for you – either in-person or virtually. Our client-objectives focus is unmatched; we offer flexible scheduling that meets your talent development needs for your associates in geographically dispersed locations across multiple time zones.

YOU'RE IN GOOD COMPANY WHEN YOU PARTNER WITH US!

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IN TALENT AND ORGANIZATION DEVELOPMENT.



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