

Academic Plan

Program Description:

Leaders must be able to manage individual employees as well as strategically move the overall organization forward. This certificate program is a comprehensive professional development opportunity covering a wide range of best practices in leadership to help you approach the complex challenges inherent in organizational growth and change. Certificate candidates will enhance their skills in order to build stronger teams and successfully lead initiatives within organizations.

Prerequisites and Admissions Requirements:

High School Diploma or equivalent

Program Learning Outcomes:

- Develop knowledge of a variety of leadership theories and models.
 - Apply leadership principles learned in a broad range of settings to successfully lead individuals and organizations.
- Apply learned principles to effectively motivate others and lead change within their organization.
- Gain a greater understanding of personal identities, both self and others, and how those identities shape roles within an organization.
- Examine intrinsic and extrinsic motivations of individuals and the impacts of those motivations on an organization.

Organizational Leadership Program Requirements:

To earn the Organizational Leadership Certificate you must successfully complete the core course plus an additional 2.4 CEUs of elective courses.

Executive Certificate in Organizational Leadership Program Requirements:

To earn the Executive Certificate in Organizational Leadership, you must successfully complete the core course plus an additional 6.0 CEUs of elective courses.

1. Core Course for Both Certificates:

Fundamentals of Leadership- The course will be 12 hours of instruction over four, three-hour sessions. It will provide 1.2 CEUs.

2. Elective Courses:

- The ABCs of Strategic Thinking- .6 CEUs (CP6166)
- The Art of Persuasion & Influence- .6 CEUs (CP1108)
- Becoming a Strategic Leader- .6 CEUs (CP6305)
- Change Management- .6 CEUs (CP6172)
- Coaching and Counseling for Success- .6 CEUs (CP6165)
- Conflict Management: Tools for Organizational Success- .6 CEUs (CP6191)
- Conflict Management: What is Conflict & How Do I Resolve It?- .6 CEUs (CP6181)
- Creating High Functioning Teams Using Strengths- .6 CEUs (CP6139)
- Crisis Management- .6 CEUs (CP6186)

- Developing a Successful Performance Management Program- .6 CEUs (CP6173)
- Developing Mentorship Programs- .6 CEUs (CP6303)
- Effective Facilitation of Meetings & Discussions- .6 CEUs (CP6302)
- Emotional Intelligence- .6 CEUs (CP6309)
- Fostering a Diverse & Inclusive Workplace - .6 CEUs (CP6301)
- The Great Resignation: Strategies for Employee Retention- .6 CEUs (CP6140)
- The Language of Leadership- .6 CEUs (CP6307)
- Leading People Through Change- .6 CEUs (CP6159)
- Managing Hybrid & Remote Work Teams- .6 CEUs (CP6188)
- Managing in a Multi-Generational Workplace- .6 CEUs (CP6185)
- Managing Organizational Change- .6 CEUs (CP6304) *See also Organizational Change Management*
- The New Manager's Toolkit- .6 CEUs (CP6158)
- Office Politics: Navigating the Organization- .6 CEUs (CP6157)
- Organizational Change Management- .6 CEUs (CP6304) *See also: Managing Organizational Change*
- Organizational Climate & Cultural Assessment- .6 CEUs (CP6156)
- Organizational Design: Aligning Structure, Jobs & Skills- .6 CEUs (CP6306)
- The People Side of Change Management- .2 CEUs (CP6310)
- Personal Leadership Development- .6 CEUs (CP6308)
- Problem Solving & Decision Making- .6 CEUs (CP6182)
- The Project Management Lifecycle- .6 CEUs (CP6202)
- Project Management Skills Everyone Needs- .6 CEUs (CP6174)
- Strategic Human Resources- .6 CEUs (CP6117) *see also: Aligning Human Resource Initiatives with Business Success*
- Strategic Planning I and II- .6 CEUs (CP6100 and 6102)
- Stress at Work: Impacts & Solutions for Individuals, Leaders & HR Professionals- .3 CEUs (CP6148)
- Succession Planning- .6 CEUs (CP6175)
- Turning Managers into Leaders- .6 CEUs (CP6119)
- Understanding Employee Behavior in the Workplace- .6 CEUs (CP6179)