



POST-BACCALAUREATE CERTIFICATE IN APPLIED LEADERSHIP (PBCAL)

As traditional hierarchical approaches to leadership are being replaced by more collaborative practices, the ability to engage in leadership conversations that instill trust and inspiration is of increasing importance. Developing these skills through deepened self-awareness and a comprehensive understanding of how to enact and inspire organizational change is the goal of the Post-Baccalaureate in Certificate in Applied Leadership. Designed for current and emerging leaders, this is an innovative program that helps professionals grow and expand their leadership potential so that they may become more effective organizational leaders.

MULTIPLE COURSE
START DATES AND SUMMER
WORKSHOP OPTIONS



CERTIFICATE OFFERED
FULLY ONLINE



LEARNING OBJECTIVES

- Develop your potential as a transformative leader by learning how to lead in the midst of change and complexity
- Gain awareness of leadership approaches that inspire positive and lasting organizational change
- Practice team leadership skills that encourage a collective vision and create capacity for healthy collaboration

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COURSE DESCRIPTIONS

LEARNING FOR LEADERS IN THE 21ST CENTURY: DEVELOPING PERSONAL LEADERSHIP

This course will focus on the personal qualities and abilities that are critical for the practice and modeling of effective leadership. As traditional hierarchical approaches to leadership are being replaced by leadership through influence, credibility is established through how values and purposes are consistently enacted and embodied in the workplace. It will offer learners an intentional shift away from deeply rooted individualistic and non-systemic views of leadership and their corresponding practices to building personal mastery.

THE ART AND PRACTICE OF TEAM LEADERSHIP

This course presents a systematic approach to team learning and team leadership. Encouraging organic communication within the immediate organizational environment as well as knowledge of environmental influences on the team, this course aims at fostering appreciation of shared leadership in team work and its relevance in the context of current organizational demands. Students will develop an understanding of five critical principles and the factors that promote or stand in the way of effective teamwork and team leadership. At an applied level, students will learn to express themselves authentically and with clarity. Specific tools will be offered for building enduring relationships and developing greater trust in groups and teams.

LEADING ORGANIZATIONAL CHANGE

This course will explore organizations as open systems with a focus on the nature, dynamics, and challenges of leadership in the 21st century. Learners will understand what it means to view organizations as systems and to build high performance cultures that are founded on candor and trust. Learners will also be exposed to frameworks (e.g. political, structural, symbolic and human) for leading change in a turbulent and complex environment. At an applied level, learners will be offered systems thinking and change leadership tools to enable them to effectively transform differences into opportunities.

APPLIED LEADERSHIP CHALLENGE

Working closely with an organizational sponsor and the instructor who will act as a coach, the Applied Leadership Challenge can be viewed as learners dealing with a microcosm of organizational dynamics and challenges in organizational life. The Applied Leadership Challenge will provide students with the opportunity to practically explore

- their individual roles and capacities to influence their challenges
- prospects for influencing their respective teams and/or work environments
- the use of organizational theory and concepts for enhancing organizational leadership and change

EXCELLENCE IN COMMUNICATION

Successful leadership depends heavily on the ability to communicate convincingly, efficiently and effectively. By successfully completing this course, students will become familiar with key strategies in effectively applying a wide range of organizational communication strategies and styles.

PROJECT MANAGEMENT ESSENTIALS

This course will assist students in preparation for the Project Management Professional (PMP) exam. Students will learn the terminology, tools, and techniques required to take a project through all process phases from initiating to planning, executing, monitoring and controlling through closing. In addition to providing students with an overview of key concepts from the Project Management Institute's A Guide to the Project Management Body of Knowledge (PMBOK Guide), Fifth Edition, this course is designed to build confidence and raise the students' chances of passing the PMP Exam. PMI and PMBOK are registered trademarks of the Project Management Institute, Inc.