



National Seminars Group

a Division of Rockhurst University Continuing Education Center, Inc.

The Organizational Change Certification Program

THIS UNIQUE OFFERING PROVIDES TEN DISTINCTIVE TRAINING MODULES THAT INCLUDE PRACTICAL HOW-TO'S AND REAL-WORLD APPLICATION. ALL MODULES ARE BASED ON CORE COMPETENCIES ESSENTIAL FOR ORGANIZATIONAL CHANGE SUCCESS.

What Is the Certification Program?

The **Organizational Change Certification Program** is based on core competencies necessary for organizational change success as identified by highly successful organizational change agents and consultants throughout the United States.

The complete **Organizational Change Certification Program** consists of ten separate one-day training modules designed to be real-world applicable and highly interactive.

Who Should Attend?

The target audience is employees in a business environment who are in a position to impact organizational change.

Course Methodology

- Facilitative lecture
- Participant-centered learning
- Personal assessments
- Individual reflective review
- Direct application
- Interactive group and partner activities
- Group discussion

How Does This Program Work?

The **Organizational Change Certification Program** is a series of skill-building training modules that provides professionals with a way to build essential change-management skills and competencies and to earn recognition for professional development.

Participants who complete the required training modules earn an **Organizational Change Agent Certificate** from Rockhurst University Continuing Education Center, Inc.

Benefits to Your Organization

- Return on investment through higher work efficiencies and increased productivity during change and beyond
- Focuses energy toward accomplishment of business goals
- Provides the organization an edge in recruiting the best candidates by offering them opportunities for professional growth and development
- Led by dynamic facilitators, participants become more skillful and confident in each training module
- Participants develop positive, advanced skills in each of the core competencies to become change champions for your organization

Program Agenda

Core Competencies

The core competencies and modules provided in the ***Organizational Change Certification Program*** are:

1. How to Successfully Introduce and Deal With Change in the Workplace
2. Strategies for Resolving Conflict
3. Time Management and Organization Skills
4. Cultivating Winning Attitudes and Countering Negativity
5. Innovation and Creativity
6. Building Team-Player Thinking
7. Cultural Awareness for Employees
8. Critical Thinking Skills
9. Positive Risk Taking
10. Creative Decision Making and Problem Solving

Pre- and Post-Tests

Each module has both a pre- and a post-test directly derived from the module content and learning objectives. The tests are designed to measure participant knowledge gain, mastery of the learning objectives in the defined core competencies, and the participants' ability to apply that knowledge to practical situations.

Job Aids

Each module of the ***Organizational Change Certification Program*** includes job aids designed to provide participants with tools and references that can be used back on the job. The job aids are designed to reinforce application of course content and arm participants to make them more successful in the workplace.

How Participants Will Benefit

Upon completion of the ***Organizational Change Certification Program***, participants will be better able to:

- Effectively facilitate change with poise, confidence, and credibility
- Communicate with confidence, listen effectively, and improve organizational relationships with better understanding and clarity
- Organize their time, themselves, and their workspaces to facilitate smooth transitions in the workplace
- Overcome the challenges inherent to change and move their teams to higher levels of productivity and organizational profitability
- Generate enthusiasm and employee commitment by eloquently communicating a clear vision and goals for the organizational change
- Create an environment that supports employee initiative, rewards creativity, and recognizes employee achievements
- Make wise decisions based on cogent arguments and solid thinking

Recognition Graduation Ceremonies

Upon completion of the ***Organizational Change Certification Program***, participants will be recognized with a graduation ceremony. We will work closely with your organization regarding your preferences for this important event. All participants will receive a certificate suitable for framing.