# CHANGE MANAGEMENT CERTIFICATE

## Program Description

As a leader in your organization, you always need to be prepared for change. Whether you're dealing with a planned initiative, volatile industry, or unexpected situation, change is inevitable. In this series, you will identify where you fit in the power hierarchy of your organization and how this plays into your role in organizational decision making.

The Change Management certificate program, developed by faculty at Cornell University, will equip you to anticipate where things are moving, implement changes needed, and sustain the momentum of your change management initiatives to advance your agenda. The four core courses and two leadership electives enable you to meet your specific development goals while customizing the program to suit your particular professional outcomes.

For the best experience in this program it is recommended to take these courses in the order that they appear.

This program includes a year of free access to **Symposium!** These events feature several days of live, highly participatory virtual Zoom sessions with Cornell faculty and experts to explore the most pressing leadership topics. Symposium events are held several times throughout the year. Once enrolled in your program, you will receive information about upcoming events.

Throughout the year, you may participate in as many sessions as you wish. Attending Symposium sessions is not required to successfully complete the certificate program.

## Key Takeaways

- Analyze your organization in terms of its tendency toward change
- Build an approach for identifying and influencing key stakeholders
- Devise an approach for overcoming resistance
- Explore critical decisions such as when to negotiate, when not to negotiate, whether you should make the opening move in a negotiation, and how many issues you want to put on the table
- Analyze, enhance, and activate your network to achieve goals and improve your ability to exercise power

## What You'll Earn

- Change Management Certificate from Cornell SC Johnson College of Business
- 60 Professional Development Hours (6 CEUs)
- 50 Professional Development Credits (PDCs) toward SHRM-CP and SHRM-SCP recertification
- 50 Credit hours towards HRCI recertification
- 42-49 Professional Development Units (PDUs) toward PMI recertification

## Who Should Enroll

- Senior leaders
- Mid- to upper-level managers
- High potentials
- Individual contributors who regularly face change in their organization
- Professionals who are working in (or aspiring toward) leadership roles

## Total Investment

- 3 months to complete all the courses

## How to Enroll

For more information on how to enroll, please visit Change Management Certificate (https://ecornell.cornell.edu/certificates/leadership-and-strategic-management/change-management/).

| Code | Title | Hours |
|---|---|---|
| **Core Courses** | | |
| eCornell LSM597 | Navigating Power Relationships | 0 |
| eCornell LSM589 | Negotiation Skills | 0 |
| eCornell LSM591 | Leading Organizational Change | 0 |
| **Elective Courses** | | |
| Select two of the following: | | |
| eCornell LSM584 | Coaching Skills for Leaders | |
| eCornell LSM595 | Motivating People for High Performance | |
| eCornell LSM590 | Quality and Service Excellence | |
| eCornell LSM585 | Planning and Delivering Effective Presentations | |
| eCornell LSM587 | Leading for Creativity and Innovation | |
| eCornell LSM588 | Strategic Decision Making | |
| eCornell SHA739 | Making Strategic Change Happen | |