MANAGING AND LEADING PEOPLE (GRADUATE CERTIFICATE)

Description

The Managing and Leading People Graduate Certificate equips current and aspiring professionals with the knowledge, tools, and strategies needed to effectively manage human capital, lead teams, and drive meaningful change in organizations. Drawing on evidence-based insights, this certificate program lays a robust foundation in the art and science of people management. By the end of the certificate program, students will have developed a practical, research-backed skill set that prepares them for leadership roles in business, government, non-profit, and entrepreneurial settings. Whether aiming to manage teams more effectively, oversee strategic functions, or spearhead transformational change initiatives, graduates will be well-equipped to excel in people-centered leadership positions.

Requirements

Students complete the four graduate-level courses outlined below (12 credits) for the certificate.

While there are no formal prerequisites beyond a bachelor's degree (or equivalent), relevant work experience or a foundation in management principles is recommended to maximize the learning experience.

Code	Title	Credits
Required Courses		
ADMN 847	Human Resource Management	3
ADMN 856	Leading Organizational Change	3
ADMN 866	Negotiating in Business	3
ADMN 912	Managing Yourself & Leading Others	3
Total Credits		**12**

Student Learning Outcomes

Program Learning Outcomes

- Performance Management: Apply behavioral science principles to diagnose and improve individual and team performance.
- Leadership that Influences: Demonstrate effective leadership skills by leveraging self-awareness, emotional intelligence, and influence strategies.
- Strategic Human Resources: Develop strategic HR practices that align human capital initiatives with overarching business objectives.
- Negotiation: Utilize negotiation frameworks and analytical tools to navigate complex bargaining situations, resolve conflicts, and create mutual gains.
- Change Management: Implement sustainable organizational change strategies that address workforce needs, drive innovation, and maintain ethical standards.
- Technology Application: Assess the role of emerging technologies (e.g., AI) in shaping HR practices and organizational structures.