

Certificate in Change Leadership



Welcome to **Change Leadership**

Earn 21 PD Hours

As a CPA, finance professional, or someone wanting to make a difference, you work in a continuously shifting business environment. In this certificate program, you will learn how to lead, plan, and create sustainable operational and strategic change within your organization. How you proact, react and prepare for change with your teams and colleagues is critical to company culture and success. Change management and enablement is multifaceted and needs to be done strategically.

Our Change Leadership program will equip you with the tools to gain support for new processes and plans as well as address challenges that may impede a successful change management initiative. Using interactive case studies and group activities, participants will learn how to evaluate, identify, and advance change in their organization. This program is a unique opportunity for leaders and managers to develop action plans that address change management in their organization.

- Learn how to evaluate, identify, and advance change in your organization from interactive case studies and group activities.
- Learn skills and tools that will help you to assess both operational and global socio-economic challenges and how they impact your organization.
- Build and develop sustainable, strategic change within your team and organization.
- Develop an action plan to address a specific change you want to make in your organization.

Delivery Methods:

**In Person Instructor Led
Learning**

**Virtual Instructor Led
Learning**

Key Takeaways

On completion of this program, participants will:

- Implement frameworks to align people and processes with change strategies.
- Assess your organization's specific needs and readiness for change.
- Deploy strategies to prepare your organization for change.
- Develop and execute action plans to facilitate meaningful change in your organization.
- Strategize ways that help you adapt to the challenges of constant change.

Who Will Benefit

Leaders and managers in finance or operations departments who are responsible for leading change initiatives within their organization such as:

- Vice President / Director of Operations
- Vice President / Director Finance
- Director of Accounting
- Finance Director
- Finance Controller
- Finance Manager

Earn a Digital Badge



Our new collection of digital badges can be earned through the completion of any of our certificate programs offered in our professional development catalogue. Collect these digital badges to add to your website, social profiles, email signature and more. These badges are an easy way to visually communicate your skills and accomplishments to your peers and network. Digital badges will be awarded based on course completion requirements.

Certificate Outline

Please note session topic distribution may change depending on course delivery method.

Session 1

- Skills and abilities of the change agent.
- Understanding the need for change.

Session 2

- What needs to change in your organization?
- Where you want to go and how to develop a vision for change.
- Develop a vision for your change project.

Session 3

- Your elevator pitch.
- Understand what affects change.
- Explore how to advance change.
- Stakeholder analysis, force field analysis and power analysis to use.

Session 4

- Formal and informal systems and processes to advance change.
- Action planning tools.



Session 5

- Change teams and their design.
- Well-developed communication plan.
- Explore influence strategies and tactics.
- Discuss the recipients of change.

Session 6

- Transition management.
- Institutionalizing the change.
- Role of measurement and control tools in guiding change.
- You as a change agent.



Attendance Requirements

To earn your CPD hours and Digital Badge you must attend **80% of all live sessions**. We understand that sometimes unplanned absences happen. Please reach out to our [Operations Team](#) if you're unable to attend a session as scheduled.



ABOUT YOUR INSTRUCTORS

Gene Deszca

Dr. Gene Deszca, is a Professor Emeritus in the Lazaridis School of Business and Economics at Wilfrid Laurier University where he played major leadership roles in program development in both the MBA and international business areas. He has published and/or presented more than 100 papers, cases, monographs and technical papers, as well as six books (with coauthors), the most recent being *Organizational Change: An Action Oriented Toolkit*, (5th ed.). He has served on both public and private sector boards, including six years on the board of the Society of Management Accountants of Canada. He continues to deliver workshops, consult, write, and teach internationally in graduate business programs. His current research focus is on organizational change and the evolution of organizations under the stress due to disruption.

Need Approval to Attend?

If you need approval to attend the session, please fill out the [Employer Request Letter](#).

Have Questions? Speak to an Advisor.

To speak to one of our advisors, please fill out this [form](#).