

---

## Certificate Program in OD and Change Leadership

*“The most comprehensive certificate program in OD and Change Leadership in the world.”*

The Drucker Graduate School of Management’s Certificate in OD and Change Leadership is designed to enhance the professional knowledge, skills, and capabilities of leaders responsible for planning and implementing change initiatives in organizations. The program was developed and is facilitated by senior OD practitioners, each with over 40 years of industry experience. Participants gain sage insights and acquire practical skills directly applicable to their work as internal or external agents of change, agility, diversity, engagement, and inclusion.

### Who Should Attend?

The course is intended for professionals responsible for leading or assisting in planning and implementing change projects or interventions to improve organization and team effectiveness. A certificate from the Drucker Graduate School, one of the world’s most renowned graduate universities, attests to one’s competence, commitment to continuous learning, and desire to make a positive change in the world. This certificate is of particular benefit to:

- **New OD/IO Professionals who want to stand out from the crowd:** A master’s degree attests to one’s knowledge, diligence, and intellect. It is a significant accomplishment. Unfortunately, the job market is flooded with OD/IO professionals with a master’s or higher. According to the US Census Bureau’s 2018 data, over 25 million people have advanced degrees. Adding a certificate from a well-known and established graduate school can separate the certificate holder from the average job candidate.
- **HR and T&D Professionals looking to expand skills and knowledge:** Competence is the new currency. Much of the work HR and T&D professionals do is directly related to organizational effectiveness and implementing corporate strategies. In most instances, that means leading change. A certificate in OD and Change Leadership from the Peter Drucker Graduate School increases your knowledge and competence, allowing you to become the “go-to person” for converting strategy into action.
- **Performance Management and Talent Management Professionals:** Individuals specifically charged with enhancing collaboration, engagement, inclusion, and diversity throughout organizations must know how to engage employees and build networks of influence. These are key skills in improving organization and individual commitment and engagement. This certificate is designed to teach people how to increase their personal effectiveness and influence and become recognized change leaders.
- **Executives, Managers, and Team Leaders:** Today, more than ever, team leaders and managers face challenges that may exceed their experience or stretch their capabilities. Virtual teams are not new. Modern technology facilitates geographically dispersed teams, but there is much more to building highly functioning teams than communicating online. New lessons, case studies, and examples added to the DGS Certificate Program help managers and team leaders adapt and lead through unexpected situations.
- **People looking for alternatives to three to six years of post-graduate education and the costs associated with them:** The purpose of a post-graduate degree is to provide in-depth knowledge of a specific discipline. An alternative strategy for acquiring that knowledge is to acquire a certificate in that discipline from a graduate university. Use that certificate to supplement your 4-year undergraduate degree and find an entry-level job in the profession. After working for two to three years, gaining experience and saving money, go back to college armed with in-field experience and a working knowledge of your specialization. You will be better prepared, better informed, and more confident of what you need and want to know.



## Overview of the Certificate in OD and Change Leadership

There are other programs offering certificates in OD or change management. Some are offered by well-known and prestigious universities. The following table compares a few of those programs to the Peter Drucker Graduate School of Management's program.

UNIVERSITY ORGANIZATION	PROGRAM CONTENT										TOTAL LENGTH	COST
	CHANGE LEADERSHIP	CHANGE MANAGEMENT	ORGANIZATION DEVELOPMENT	COMPETENCY ASSESSMENT	INDIVIDUAL DEVELOPMENT PLANNING	eLEARNING MODULES	ONLINE EXPERIENTIAL WORKSHOP	ONLINE SIMULATIONS	COACHING PRACTICUM			
<b>Drucker Graduate School</b> OD & Change Leadership	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	4 Months	\$3,985
<b>E-Cornell</b> Change Management Certificate	✓	✓	⊘	⊘	⊘	⊘	✓	⊘	⊘	⊘	3 Months	\$3,600
<b>Georgetown University</b> Exec. Certificate in Organizational Consulting & Change Leadership	✓	✓	✓	⊘	⊘	⊘	⊘	⊘	✓	⊘	7 Months	\$9,995
<b>Harvard University</b> Strategies for Leading Change Initiatives	⊘	✓	⊘	⊘	⊘	⊘	✓	⊘	⊘	⊘	2 Days	\$2,895
<b>Northwestern University</b> Change Management Certificate	✓	✓	⊘	⊘	⊘	⊘	✓	⊘	⊘	⊘	2 Months	\$2,800
<b>Wharton Graduate School</b> Leading Organization Change	✓	✓	⊘	⊘	⊘	⊘	✓	✓	⊘	⊘	4 Days	\$4,900
<b>PROSCI</b> Change Management Certificate ADKAR Model	⊘	✓	⊘	⊘	⊘	⊘	✓	⊘	⊘	⊘	3 Days	\$4,400
<b>Institute of OD</b> Certificate in Organization Development	⊘	✓	✓	⊘	⊘	⊘	✓	⊘	✓	⊘	8 Months	\$3,900

As you can see, the Drucker Graduate School's program is competitive in price, length of time, and offers a much more diversified curriculum and variety of instructional methodologies. None of the others include an online competency assessment, an individual development plan to guide you through the program, nor do they offer eLearning modules to ensure everyone starts with a shared knowledge base.

## Program Benefits

- The Certificate in OD and Change Leadership requires grit, perseverance, and a commitment to professional development. It is not easy. Successfully completing the program and passing the final examination distinguishes you from others who aren't as dedicated. Your certification demonstrates your strong work ethic and attests to your determination and commitment.
- Participating in earning a professional certification in OD and Change Leadership introduces you to fellow practitioners as well as senior practitioners. You will increase your network and become a member of a "club" of other OD and IO professionals who are seeking to better themselves.
- The Drucker Graduate School's certificate in OD and Change Leadership provides you with broader knowledge and skills through exposure to multicultural cohorts who bring their diverse views and cultural norms to the table. Working together on case studies, experiential learning activities, and online simulations expands your thought processes and enhances your cultural awareness. Both are vital tools in today's community of global companies.
- Finally, data from the Simplilearn Career Impact Survey show that a certificate can lead to compensation increases of 20% to 40% or more. Additionally, certified professionals were 3 times more likely to have feelings of higher work fulfillment and satisfaction.

<https://www.businesswire.com/news/home/20160330005307/en/Study-Finds-Accredited-Online-Certifications-Increase-Salaries>



## Program Curriculum

**Competency Assessment.** Participants complete an online competency assessment to determine their current skill and knowledge of OD, change, and Leadership practices and theory.

**Individual Development Plan.** Once participants are aware of their strengths and development needs, they create a plan to enhance current competencies and improve their skills. These are pursued during the program.

**eLearning Programs.** A series of three learner-directed, eLearning programs introduce core concepts and ensure all participants possess a common knowledge base. The programs cover: 1) the history of OD and change management, 2) core OD and change theories and models, and 3) a comprehensive introduction to the interpersonal dynamics that shape team development and growth.

**Experiential Online Workshop:** The centerpiece of the certificate program is a 12-session, 36-hour, experiential workshop. The program's facilitators are senior practitioners who share their decades of experience, intervention designs, models, methodologies, and instrumentation with participants. Participants engage in social learning as they work in groups to complete state-of-the-art online simulations, contemporary case studies, situational analyses, and experiential learning activities. The emphasis is on learning from each other through emergent dialogic OD practices.

**eBook: The Practitioners Field Guide to OD & Change Leadership,** The workshop is supplemented with a 170+ page eBook that includes over 30 articles ranging from internal and external consulting roles to selecting clients and contracting, to guidelines for selecting appropriate change interventions, building support networks within client organizations and much, much more. Homework assignments include reading chapters from the book, which are discussed and applied in class. The eBook is free to participants.

**Coaching and Practicum:** It is important that the lessons learned from the assessments, knowledge gained in the workshop, and skills acquired through experiential learning are reinforced. Skill building occurs through the process of practice, feedback, and repetition. That's the purpose of the optional coaching and practicum portion of this certificate program. Why optional? We hope that program graduates opt in for coaching, but acknowledge that some graduates may already be experienced practitioners. The program broadened their perspectives, added new interventions and processes to their toolkits. They may not need additional help. However, for those that want it, we offer it to them at no additional cost.

**Supplemental Handouts and Materials:** The eBook is filled with helpful tools and instruments. Even so, the workshop sessions include additional handouts, instruments, and materials that participants can download and add to their personal toolkits. Additionally, course is supplemented with carefully curated videos that enhance learning and other points of view.

## Learn More

We believe that the Peter Drucker Graduate School of Management's Certificate in OD and Change Leadership is the most comprehensive program of its kind in the world. Its content, teaching modalities, and features are unmatched. We acknowledge that the program is not inexpensive. Top quality is seldom inexpensive. Even so, we believe the program is competitively priced and rich in value. Please, if you have any questions, click the link and ask. If you would like to know about our financing arrangements, please ask. We do not charge interest if you choose to finance the registration fees.

[CLICK HERE TO LEARN MORE OR SIGN UP](#)