

R·I·T

www.rit.edu/cms



Organizational Change and Leadership Certificate Program



The Center for
Multidisciplinary
Studies

Profound and ongoing changes are taking place in organizations and individuals need to be flexible and proactive in response to these changes. The Organizational Change and Leadership certificate will help students understand corporate culture and develop skills necessary to manage organizational and individual change. Through the study of leadership, corporate culture, change management, organizational behavior, and teams, individuals will understand and obtain the skills necessary to proactively manage change.

Required Courses:

0697-430: Survey of Organizational Change

This course will facilitate a student's understanding of factors that impact and influence behavior in contemporary organizations. In addition, students will develop skills that can be used to effectively function in the workplace. The course focuses on individual behavior, teams, motivation, decision-making, and creativity. Leadership, power, and politics in organizations are also addressed. Other topics include culture and change including the need for continuous learning and attention to the learning organization, ethics and values, organizational structure and conflict. The importance of effective communication is stressed throughout the course. Credit 4

0697-432: Managing Organizational Change

At a time when America is learning that change-and not stability-is at the heart of business and organizational vitality, this course offers students insight into theories of organizational dynamics and change as well as an introduction to skills for managing change and negotiating. The strategies covered include, but are not limited to, community building, managing corporate and individual change, and identifying resistance conflict. Credit 4

0697-431: Understanding Corporate Culture

An introduction to the concepts of organizational/corporate culture and the methods of analyzing it. Focuses on the development of skills required to assess corporate culture in terms of such constitute parts as ritual, symbol, structure, language and identity. Also included are a history of the study of corporate culture, an analysis of leadership

styles and communication patterns in the workplace, an overview of strategies for managing corporate and organizational change and an orientation to leadership styles appropriate to the successful manipulation of cultural elements. Emphasis is both on individual and interactive learning processes. (Pre-Requisite: 0510-210 and either 0514-210 or 0515-210) Credit 4

0697-435: Global Forces & Trends

Dealing with unpredictable futures is an on-going challenge for every leader, manager, and individual. Whether you are making personal or organizational decisions, your success depends on your ability to envision the future with a proactive, strategic approach. The ability to analyze, adjust to, and take advantage of emerging opportunities, trends, and forces, and to integrate and connect information patterns, determines the success or failure of your decisions. In this course, methodologies and approaches such as scenario-based strategy, visual thinking, mind-mapping, mental models, strategic thinking theory, and challenging prevailing ideas are introduced and used to examine the technical, social, economic and demographic trends and forces affecting people, organizations, and the choices they need to make. Credit 4

0697-434: Change & Leadership Project

This course integrates the knowledge gained in the courses that make up the Organizational Change & Leadership Certificate and, therefore, cannot be taken until all the courses in the certificate have been completed. Students will be expected to identify an area within their studies of change and leadership that is of most interest to them. Once they have identified their area of interest, they will discuss this with the faculty member assigned to the course and begin the process of developing a proposal of the work to be accomplished. Well planned and fully thought-out proposals lead to the best projects and the ones that are most easily executed and completed. Upon acceptance of the proposal, the student will complete the project and write a paper reflecting their area of choice, integrating the knowledge gained from the courses in the certificate. Credit 4

0697-XXX: Elective Credit 4

Check with an academic advisor for options.

About the CMS Certificate Program

Build an academic program that you can complete at a pace that suits your lifestyle. The Center for Multidisciplinary Studies offers several certificate programs designed for students who want to gain expertise in a specific area of study or who wish to focus on one area of study at a time. Credits earned in these programs may be applied toward a degree in Applied Arts and Science. Ask a CMS advisor for more information.

Students must achieve a program GPA of at least 2.0 in order to be certified. A CMS academic advisor can explain the details. Just give them a call or send them an e-mail.

A Degree As Unique As You.

Rochester Institute of Technology
The Center for Multidisciplinary Studies
31 Lomb Memorial Drive
Rochester, NY 14623
T: 585.475.2234
F: 585.475.6292
cms@rit.edu
www.rit.edu/cms
www.facebook.com/cmsrit
www.twitter.com/cmsrit