

# Organizational Leadership and Change, Certificate of Proficiency

The Organizational Leadership and Change Certificate of Proficiency is an industry certificate that will help both industry professionals interested in bolstering their leadership and change competencies and capabilities, as well as any current UVU student interested in earning a stackable credential on top of their major. Students will learn about ethical decision making within an organizational context, leadership theories and their application to practice, effective people management strategies, and how to effectively lead change initiatives within organizations. Completion of this certificate will allow students to signal organizational leadership and change management expertise to potential or current employers and add organizational leadership and change to round out their portfolio of abilities.

## Program Requirements

Code	Title	Credit Hours
<b>Total Credit Hours</b>		<b>16</b>
MGMT 3000	Organizational Behavior WE	3
MGMT 3020	Ethical Decision-Making in Organizations	3
HR 3430	Introduction to Human Resource Management	3
MGMT 3500	Leadership Theory and Application WE	3
HR 3550	Organization Development and Change Management	3
MGMT 481R	Internship (See advisor)	1

## Graduation Requirements

Complete all required credits. 25% of credits must be taken at UVU. Receive a C- or better in all courses with an overall grade point average of 2.0 or above.

## Graduation Plan

This graduation plan is a sample plan and is intended to be a guide. Your specific plan may differ based on your Math and English placement and/or transfer credits applied. You are encouraged to meet with an advisor and set up an individualized graduation plan in Wolverine Track (<http://www.uvu.edu/wolverinetrack/>).

### First Year

Semester 1		Credit Hours
MGMT 3000	Organizational Behavior WE	3
MGMT 3020	Ethical Decision-Making in Organizations	3
HR 3430	Introduction to Human Resource Management	3
<b>Credit Hours</b>		<b>9</b>
Semester 2		Credit Hours
MGMT 3500	Leadership Theory and Application WE	3
HR 3550	Organization Development and Change Management	3
MGMT 481R	Internship	1
<b>Credit Hours</b>		<b>7</b>
<b>Total Credit Hours</b>		<b>16</b>

## Program Learning Outcomes

1. Comprehension of major legal theories, laws and policies necessary for effective HRM and organizational leadership
2. Effectively respond to organizational opportunities through analytical thinking, problem-solving, ethical awareness, oral and written communications, effective teamwork
3. Ability to design and strategically implement job design, recruitment, selection, retention, training and development, performance management, organizational development, change management, compensation and benefits, HRIS, and people analytics