COURSE SYLLABUS

Experienced Leader Certificate Program

Advance your leadership capabilities through targeted training in change management, organizational strategy, and team development. Designed for professionals with five or more years in formal leadership roles.

Group classes (Washington, DC) and onsite training are available for this course.
For more information, email onsite@graduateschool.edu or visit: https://sdfm.graduateschool.edu/certificates/experienced-leader-certificate-program



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Course Outline

This package includes these courses

- Leading Strategic Change Course (8 Hours)
- Managing Money, People, and Technology Course (8 Hours)
- Cultivating an Engaging Workplace Course (16 Hours)
- Achieving Organization-Wide Results Course (8 Hours)
- The Impact of Relationships and Coalitions Course (8 Hours)

Leading Strategic Change Course

Ideal for senior leaders, this one-day advanced seminar builds expertise in designing, guiding, and evaluating strategic organizational change initiatives. Participants learn how to plan and manage transitions across mission-critical operations.

- Analyze the concepts of change from an organizational viewpoint.
- Create plans for organizational change.
- Apply strategies for leading and managing change.
- Use best practices in evaluating change.

Managing Money, People, and Technology Course

Learn to align financial decisions, workforce systems, and technology tools to support strategic objectives in government operations. Participants develop methods to manage budgets, build effective human capital systems, deploy enabling technologies, and assess current systems for improvement in federal settings.

- Learn strategies for efficient federal financial management.
- Design and implement human capital management systems.
- Use technology to streamline decision-making and service delivery.

- Evaluate and enhance existing systems for managing finances, HR, and technology.

Cultivating an Engaging Workplace Course

Learn strategies to build trust, support professional development, and resolve conflict within teams. This two-day advanced course focuses on creating a learning environment that encourages engagement, collaboration, and high performance.

- Promote a positive workplace culture.
- Employ effective strategies for building trust, influence, and relationships.
- Analyze strategies for managing organizational conflict.
- Create comprehensive plans for developing others.
- Analyze approaches for building teams and maximizing employee engagement.
- Analyze strategies for creating a learning organization.

Achieving Organization-Wide Results Course

Part of the Experienced Leader curriculum, this course guides managers in translating strategic goals into measurable outcomes. It covers performance measurement, stakeholder alignment, accountability systems, and innovation strategies to elevate organizational effectiveness.

- Analyze the concepts of change from an organizational viewpoint.
- Employ strategies that help everyone understand the “big picture.”
- Strategically plan on an organization-wide level.
- Align organizational unit goals to the strategic plan.
- Apply effective approaches for conducting performance reviews.
- Describe the importance of analyzing progress and adjusting as needed.

The Impact of Relationships and Coalitions Course

Learn how relationships with external stakeholders can advance organizational objectives. Gain practical strategies for building partnerships, managing communication, and aligning coalition goals with broader agency missions.

- Analyze external stakeholders and their impact on organizational outcomes.
- Build and maintain interagency relationships and partnerships.
- Develop communication strategies tailored to vendors, customers, and public audiences.
- Use coalition-building approaches to support collaboration, influence, and shared success.