

Federal Change Management Certificate Program

Develop essential change management skills with a focused on leading organizational change, managing resistance, and enhancing strategic communication in the federal workplace.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: <https://www.graduateschool.edu/certificates/federal-change-management-certificate-program>



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Course Outline

This package includes these courses

- Understanding and Implementing Change in the Workplace Course (8 Hours)
- Leading Strategic Change Course (8 Hours)
- Change Management for Leaders: Preparing for an Unknown Future Course (8 Hours)
- Leadership Communication Course (16 Hours)

Understanding and Implementing Change in the Workplace Course

Learn how to manage change effectively in the workplace by applying a structured framework and recognizing emotional, behavioral, and cultural responses. This course provides leaders with tools to facilitate smoother transitions and achieve desired outcomes.

- Analyze change and its impact on people and organizations.
- Analyze reactions to change and tolerance for change.
- Utilize change management strategies.
- Analyze the connection between communication and change.

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.

Change Management for Leaders: Preparing for an Unknown Future Course

Ideal for managers and supervisors facing workplace shifts, the one-day session teaches how to help teams experience and embrace change. Participants explore the stages and emotional reactions to change and develop coaching strategies to support individuals and groups through transitions.

- Understand change and uncertainty
- Recognize and normalize people's reactions to change
- Use self-awareness to lead through uncertainty
- Lead others through change with clarity and empathy
- Turn strategy into action during change

Leadership Communication Course

Learn how to connect with people, build rapport, and bridge cultural and generational gaps to enhance leadership effectiveness. This course focuses on emotional intelligence, conflict resolution, and strategies for achieving consensus and driving results.

- Analyze the importance of strong leadership communication.
- Discuss the results of effective communication.
- Explore the elements of essential communication
- Practice strategies for better listening, connecting, building trust and consensus, bridging generational differences, and using emotional intelligence.
- Learn the benefits of developing a layered internal communication strategy.
- Learn how to use technology more effectively to communicate.
- Discuss strategies for conflict and change communication.