

## The Peter Drucker Graduate School of Management's Certificate in **Planning & Leading Change in Times of Complexity**

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

***The world is rapidly changing!*** The world is in turmoil as countries, companies, and people cope with dramatic shifts in the global economy. Organizations are adjusting to smaller workforces. People are worried about their job security. Now is the time for OD, I-O, and HR professionals to step forward and navigate a calm course as we approach the edge of chaos.

### ***Are you confident in your ability to plan and lead change?***

- ❖ Are you prepared to plan and implement change in times of rapid and complex change?
- ❖ Do you understand the social and psychological dynamics that emerge in organizations when people are faced with uncertainty and ambiguity?
- ❖ Are you capable of building confidence and consolidating support within your organization and guide them on a path to a better future?
- ❖ Do you understand complexity, adaptability, and emergence?

## **Master Implementing Change in Times of Complexity**

- 01** ***Learn the essential processes of Adaptive OD and Adaptive Change Leadership.*** Old change models and practices aren't suited to deal with high levels of complexity and uncertainty. *The program covers the theories and practices for overseeing the implementation of change in complex adaptive systems.*
- 02** ***Acquire knowledge and skills you can apply the next day.*** The curriculum generates high levels of cohort participation, active experimentation and risk taking, challenging case studies, and learning-by-doing. It is not a passive experience.
- 03** ***Challenge your intellect and creativity.*** Participants are presented with opportunities to create original change models and develop processes uniquely suited to their organizations, share them, and learn to apply them in new and insightful ways. *Hands on development stimulates creativity and adaptability differentiating this program from others.*
- 04** ***Experience moments of clarity and understanding that are retained for lifetimes.*** Essential information is presented in meaningful chunks which the brain more easily digested, manipulated, and retained. *Our engaged social learning processes stimulate individual meaning making.*

**Who Should Attend?** This course is intended for experienced practitioners. Typical participants,

- ❖ Possess a master's degree (86%) or Ph.D. (7.8%).
- ❖ Have an average of 5.2 years of experience and some with 12+ years of experience.
- ❖ Are currently employed in the field of OD, I-O, or HR.
- ❖ Identify mostly as female (68%).



## Representative Participant Testimonials

*"I had the pleasure of attending the Drucker Graduate University Certificate Program in OD and Change Leadership. The classes were highly informative and helpful. I was able to apply the knowledge gained in the program on day one back on the job to my role as a change consultant. Overall, it was a great experience. I highly recommend it!"*

**John P.** Sr. Training and Change Consultant

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*"I recently completed the certificate program offered by the Peter Drucker Graduate University. It was a totally enriching experience covering everything from developing change strategies to effectively implementing and evaluating them. The insights gained from Alan's shared experiences coupled with the skills and knowledge I acquired during our time together have better equipped me to lead change initiatives in my company. I highly recommend this program to anyone looking to excel in OD and change management."*

**Umair D.** Director of Human Resources

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*"I was in the Fall 2023 cohort of the Drucker Graduate University's certification program in OD and change leadership. I greatly enjoyed the learning process, which included online self-paced training and assessment, interactive sessions with brilliant fellow students, and a rigorous examination of the knowledge and skills we developed. I continue to use the handbook and other resources from the program in my consulting work and in the content I produce. I strongly encourage anyone with an interest in organizational development, change leadership, and consulting as an internal consultant or an external consultant to pursue this certification."*

**Rich C.** OD and Training Consultant

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*"I completed this certificate program in OD and change leadership about a year ago. Gaining a better understanding of various change management strategies and models, gaining new insights into managing resistance, and enhancing communication prior to and during change interventions have been particularly impactful and have helped me tremendously with my job in my current organization. I strongly recommend this program to anyone looking to develop their OD and change leadership skills."*

**Jamila M.** Organizational Behavior Specialist

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*The Drucker Graduate University Certificate Program in OD and Change Leadership has been an invaluable asset in my career as a business operations and data analyst. Alan Lander's profound knowledge and expertise were instrumental in shaping my understanding and application of strategic change leadership principles. Overall, the program's comprehensive curriculum provided me with essential tools and insights into organizational dynamics and change management, allowing me to navigate complex business environments with confidence. This certificate has empowered me to drive impactful change within my organization, propelling both personal and professional growth.*

**Rachel H,** Associate Consultant

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*"The OD Certificate program is so much more than just a certificate. The cohort experience is such a great opportunity to meet and network with likeminded individuals and learn from each other. The course is led by Alan Landers, who challenges you to think in different ways to scenarios that you can and will encounter in your career. Creating your own theory(s) to manage OD and change engagements has been extremely beneficial. I would highly recommend this certificate program beyond just the certificate, as just a wonderful life experience."*

**Brendan G,** Strategic HR Business Partner and Consultant

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*The OD and Change Leadership certificate has been instrumental in my transition from the social services career sector towards organizational consulting. Because of this certification program, I am able to credibly lead process improvements, policy changes, and gap assessments as part of change processes in my current role. Having this certificate on my resume not only helps with securing job interviews but also helps me speak about change processes and organizational development with enough authority in those interviews to impress the hiring team. I strongly recommend the OD and Change Leadership program to anyone seeking to become more skilled in change management!*

**Rebecca W,** I-O Psychologist



# Overview of the Certificate in OD and Change Leadership

The Drucker Graduate School's program is competitive in price, time, curriculum, and diversity of instructional methodologies when compared to other university certification programs. **See the advantages for yourself!**

UNIVERSITY/ ORGANIZATION	PROGRAM CONTENT											
	CHANGE LEADERSHIP	CHANGE MANAGEMENT	ORGANIZATION DEVELOPMENT	COMPETENCY ASSESSMENT	CONSULTING SKILLS	eLEARNING MODULES	2 FREE TEXT BOOKS	ONLINE EXPERIENTIAL WORKSHOP**	CREATE INTERVENTION TOOLS	ONLINE SIMULATIONS	LENGTH of INSTRUCTION*	COST
<b>Peter Drucker Graduate School</b> OD & Change Leadership	✓	✓	✓	✓	✓	✓	✓	8 Online Sessions 3 Self-paced	✓	✓	6 WEEKS 30 Hrs.	\$4,250
<b>E-Cornell</b> Leading Organization Change	✓	✓	⊘	⊘	⊘	⊘	⊘	6 Self-paced 2-wk courses	⊘	⊘	3 Months 72-96 Hrs.	\$3,900 \$4,200
<b>Georgetown University</b> Organizational Consulting & Change Leadership	✓	✓	✓	⊘	⊘	⊘	⊘	Online (32 hrs) Self-paced (88 hrs)	⊘	⊘	6 Months 120 Hrs.	\$11,895
<b>Mass. Institute of Technology</b> Leading Change in Complex Organizations	✓	✓	✓	⊘	⊘	⊘	1	4 Online courses (8-12 hrs/wk)	⊘	✓	6 Months 200 Hrs.	\$9,500
<b>Stanford University</b> Leading Change and Organizational Renewal	✓	✓	✓	⊘	⊘	⊘	⊘	4 Online courses (6-8 hrs/wk)	⊘	⊘	6 Months 120-160 Hrs.	\$16,500
<b>Wharton Graduate School</b> Leading Organization Change	✓	✓	⊘	⊘	⊘	⊘	⊘	3 Online courses	⊘	✓	6 Months 90-105 Hrs.	\$9,500
<b>PROSCI</b> Change Management	⊘	✓	⊘	⊘	⊘	⊘	1	Online or In Person	⊘	⊘	3 or 5 Days 23 Hrs.	\$4,500 \$4,850
<b>Association for Talent Development (ATD)</b> Change Management	⊘	✓	⊘	⊘	⊘	⊘	⊘	Online and In Person	⊘	⊘	4 Days 20-24 Hrs.	\$2425
<b>Institute of OD</b> Certificate in Organization Development	⊘	✓	✓	✓	⊘	⊘	⊘	4 Self-paced courses	⊘	⊘	8 Months 60-80 Hrs.	\$3,900

\*The number of hours are estimates. Actual time depends upon time participants take to complete coursework.

\*\*Self-paced refers to eLearning modules that participants complete independently. Online workshops are facilitated by an instructor.

## Program Curriculum

**Competency Assessment.** Participants complete an online competency assessment to determine their current skills and knowledge of OD, change, and Leadership practices and theory. The results help the facilitators customize the program to the knowledge and skills of cohort members.

**Three eLearning Programs.** These 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. It takes 60-70 minutes to complete a lesson. A score of 80+% is required to pass the tests associated with each eLearning program.

**Experiential Online Workshop.** The centerpiece of the certificate program is an 8-session, 30-hour, highly experiential workshop. Experienced facilitators share their intervention designs, models, methodologies, and instrumentation with participants. Participants engage in social learning groups to complete state-of-the-art online simulations, contemporary case studies, situational analyses, and experiential learning activities.

**Final Examination.** Participants must pass a comprehensive final exam with a minimum score of 80%. The exam covers materials presented in the eLearning programs as well as the workshop. A review session is conducted the day prior to the test to prepare for the exam.

## All materials are free including Two Free Books!

**The Practitioners Field Guide to OD & Change Leadership.** Includes over 30 articles, instruments, spreadsheets and other useful tools in planning and implementing change.

**The Change Handbook.** The text profiles sixty-one “whole systems” change methods. Nineteen methods are explored in depth including details on the roles and responsibilities of the people involved, conditions for success, and more.



## Schedule and Fees

All sessions are online. The URL and login instructions are provided once you are enrolled.

The next program starts June 29<sup>th</sup> with prework (a competency assessment and three self-paced eLearning programs). You have two days to complete 4 hours of work.

The online workshop starts Tuesday, July 8<sup>th</sup> and continues through July 28<sup>th</sup>. The online workshop sessions are from 3:30 PM to 6:30 PM (**Pacific Time**). There are three breaks during each session. Attendance is mandatory for all workshop sessions.

The final exam is on Thursday, July 31<sup>th</sup>. It is online and will be available from 10:00 AM until 4:00 PM Pacific Time. You may take the test two times, if needed, to achieve a passing score >80%.

A prep session is conducted the day before exam, from 3:30 PM to 5:00 PM Pacific Time. The final exam is difficult. It is recommended you attend the prep session.

Month	Session	Dates	Time
July 2025	Pre-Competency Assessment	6/29	1-hour
	3 eLearning Modules	6/30	3-Hours
	Session 1	7/8	3:30-6:30 PM Pacific Time
	Session 2	7/10	3:30-6:30 PM Pacific Time
	Session 3	7/15	3:30-6:30 PM Pacific Time
	Session 4	7/17	3:30-6:30 PM Pacific Time
	Session 5	7/21	3:30-6:30 PM Pacific Time
	Session 6	7/23	3:30-6:30 PM Pacific Time
	Session 7	7/25	3:30-6:30 PM Pacific Time
	Session 8	7/28	3:30-6:30 PM Pacific Time
	Final Exam	Review for Final	7/30
	Final Examination	7/31	10:00AM-4:00PM Pacific Time

**The registration fee for this program is \$4,250.** Payment may be made with credit cards. Discounts are provided to multiple participants from the same company and military veterans. Please feel free to contact me, if you have any questions ([Alan@LandersConsultingGroup.com](mailto:Alan@LandersConsultingGroup.com))