

Postgraduate Certificate Change Management



Postgraduate Certificate Change Management

- » Modality: online
- » Duration: 6 weeks
- » Certificate: TECH Global University
- » Accreditation: 6 ECTS
- » Schedule: at your own pace
- » Exams: online

Website: www.techtitude.com/us/psychology/postgraduate-certificate/change-management

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01

Introduction

Today, organizations and companies of all sizes and sectors are fully aware of the importance of human capital for their success. In this regard, Labor Relations play a crucial role, as they ensure and promote well-being within the company by fostering healthy and effective interaction among all parties involved. However, for this to be possible, it is essential to guarantee a positive work environment in which both the organization and its employees are satisfied with the established conditions. For this reason, TECH has designed this training program to provide participants with the most effective models for managing the workplace environment. This knowledge will equip professionals with the competencies needed to enter a labor market that increasingly demands experts in this field.



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*Acquire the competencies you need to manage
the workplace environment successfully and
become a top-tier professional"*

Currently, organizations of all sizes and sectors are becoming aware that Human Resources asset in within companies, and is also the master key to achieving the growth goals set. This is largely due to the ability of this discipline to manage personnel and deal with different situations, achieving successful results.

In this sense, one of the areas where Human Resources has an incalculable value is in the management of organizational changes, since, when faced with adverse situations or situations that require changes in the organization, proper planning, following the right steps at all times, can ensure the success of the process.

This is precisely the focus of this Postgraduate Certificate, which aims to help participants understand the importance of change management as the framework within which the effects of new business processes, organizational restructuring, or shifts in the company's sociocultural principles are addressed.

Throughout the program, all key and essential aspects for fostering a positive organizational climate during periods of change will be examined. In this regard, the use of group dynamics will be explored as a means to strengthen employees' sense of belonging within the organization and enhance staff motivation. When properly planned and effectively managed, these actions become the cornerstone for ensuring that organizational changes unfold smoothly and constructively.

This comprehensive compendium of content is designed to be delivered in a fully online format. With only an electronic device connected to the internet, you will gain access to the largest information repository you can imagine. Moreover, as an online program, you are free to decide when, how, and where to study, allowing you to continue your training without sacrificing your daily commitments.

This Postgraduate Certificate in Change Management includes the most complete and up-to-date scientific program on the market. The most important features of the course are:

- ♦ The development of practical case studies presented by experts in Human Resources.
- ♦ The graphic, schematic, and practical contents with which they are created provide scientific and practical information on the disciplines that are essential for professional practice.
- ♦ The latest developments in employee selection.
- ♦ Practical exercises where the self-assessment process can be carried out to improve learning.
- ♦ Special mphasis on innovative methodologies in Human Resources.
- ♦ Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments.
- ♦ Content that is accessible from any fixed or portable device with an Internet connection.



Ensuring a positive organizational environment is essential, as it allows both employees and employers to feel satisfied in the workplace and strengthens overall business outcomes"

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If your goal is to improve organizational change management by effectively navigating the work environment, then this is the program for you”

The faculty includes expert professionals in Human Resources and Labor Relations, who contribute their extensive professional experience to the program, along with distinguished specialists from leading professional societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide an immersive program designed to learn in real situations.

This program is designed around Problem-Based Learning, whereby the Educators must try to solve the different professional practice situations that arise during the course. For this purpose, students will be assisted by an innovative, interactive video system created by renowned and experienced research specialist.

TECH has created this comprehensive course to propel you toward the highest professional level.

This academic credential will enable you to enter a job market that is increasingly demanding experts in organizational change.



02 Objectives

The objectives of this program are designed to address the training needs of professionals in Labor Relations within this field. To that end, a realistic structure has been established to offer complete and optimal preparation, guiding the student toward academic excellence and supporting efficient advancement in their professional career. For all these reasons, this training will become a journey of both personal and professional growth, leading the student to the highest level of quality in their practice as a Labor Relations professional, with a deep understanding of the foundations that ensure the proper functioning of the workplace environment.





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If your goal is to advance your career as a specialist in change management, with the qualifications that allow you to compete among the best, then you have arrived at the right place”



General Objectives

- Learn how to deal with organizational change in a more effective way that boosts results and keeps staff motivated





Specific Objectives

- ♦ Identify the personal motivational factors involved in managing performance and productivity within an organizational environment undergoing change
- ♦ Manage strategies for overseeing work groups
- ♦ Apply group dynamics to foster responsibility and collective management

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Take the step and open a new path of development and growth in your career in this field, and become a true expert in labor hiring”



03

Structure and Content

The syllabus of this Postgraduate Certificate has been designed and developed by a team of specialists in the field to address, in a precise manner, the needs of Human Resources professionals. This compendium of contents has also been designed with a perspective focused on applied learning, allowing the professional to intervene successfully through a broad vision connected to the real environment of the profession. Therefore, this syllabus will become the student's main asset when it comes to successfully entering a labor market that increasingly demands more and more professionals specialized in the field.



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A complete teaching program created to offer the professional an efficient and fast learning process, compatible with their personal and professional life"

Module 1. Organizational Changes

- 1.1. Workplace Strategy and Motivation
 - 1.1.1. Study of Methods and Work Measurement
- 1.2. Performance Evaluation
 - 1.2.1. Performance Concept
 - 1.2.2. Performance Measurement and Evaluation Systems
- 1.3. Development of High-Performance Teams
 - 1.3.1. Personal Factors and Motivation for Successful Work
 - 1.3.2. Integrating a High Performance Team
 - 1.3.3. People and Business Change and Development Projects
 - 1.3.4. Financial Keys for HR: Business and People
- 1.4. Workgroup Management
 - 1.4.1. Group Synergy
 - 1.4.2. The Group's Life Cycle
 - 1.4.3. Groups and Motivation
 - 1.4.4. Groups and Innovation
- 1.5. Group Dynamics
 - 1.5.1. The Roles of People in Groups
 - 1.5.2. Group Leadership
 - 1.5.3. Group Rules
 - 1.5.4. Group Cohesion
- 1.6. Responsibility and Group Management
 - 1.6.1. Decision-Making
 - 1.6.2. Unconscious Reasons in Decision Making
 - 1.6.3. Personal Responsibility and Accountability





- 1.7. Managing People in the Digital Age
 - 1.7.1. Impact of IT on Intellectual Capital
 - 1.7.2. Information Processing in Big Data Management (BigData HR)
 - 1.7.3. Reputation in Social Networks and Personal Branding.
- 1.8. Human Resources and Total Quality
 - 1.8.1. Quality Costs
 - 1.8.2. The Importance of Data Quality
 - 1.8.3. From Total Quality to Innovation
- 1.9. Business Communication Processes
 - 1.9.1. Company Communication
 - 1.9.2. Types of Communication: Internal and External
 - 1.9.3. Business Communication in Digital Environments

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A unique, essential, and decisive learning experience to enhance your professional development"

05

Study Methodology

TECH is the world's first university to combine the **case study** methodology with **Relearning**, a 100% online learning system based on guided repetition.

This disruptive pedagogical strategy has been conceived to offer professionals the opportunity to update their knowledge and develop their skills in an intensive and rigorous way. A learning model that places students at the center of the educational process giving them the leading role, adapting to their needs and leaving aside more conventional methodologies.



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TECH will prepare you to face new challenges in uncertain environments and achieve success in your career”

The student: the priority of all TECH programs

In TECH's study methodology, the student is the main protagonist.

The teaching tools of each program have been selected taking into account the demands of time, availability and academic rigor that, today, not only students demand but also the most competitive positions in the market.

With TECH's asynchronous educational model, it is students who choose the time they dedicate to study, how they decide to establish their routines, and all this from the comfort of the electronic device of their choice. The student will not have to participate in live classes, which in many cases they will not be able to attend. The learning activities will be done when it is convenient for them. They can always decide when and from where they want to study.

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*At TECH you will NOT have live classes
(which you might not be able to attend)”*





The most comprehensive study plans at the international level

TECH is distinguished by offering the most complete academic itineraries on the university scene. This comprehensiveness is achieved through the creation of syllabi that not only cover the essential knowledge, but also the most recent innovations in each area.

By being constantly up to date, these programs allow students to keep up with market changes and acquire the skills most valued by employers. In this way, those who complete their studies at TECH receive a comprehensive education that provides them with a notable competitive advantage to further their careers.

And what's more, they will be able to do so from any device, pc, tablet or smartphone.

“*TECH's model is asynchronous, so it allows you to study with your pc, tablet or your smartphone wherever you want, whenever you want and for as long as you want*”

Case Studies and Case Method

The case method has been the learning system most used by the world's best business schools. Developed in 1912 so that law students would not only learn the law based on theoretical content, its function was also to present them with real complex situations. In this way, they could make informed decisions and value judgments about how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

With this teaching model, it is students themselves who build their professional competence through strategies such as Learning by Doing or Design Thinking, used by other renowned institutions such as Yale or Stanford.

This action-oriented method will be applied throughout the entire academic itinerary that the student undertakes with TECH. Students will be confronted with multiple real-life situations and will have to integrate knowledge, research, discuss and defend their ideas and decisions. All this with the premise of answering the question of how they would act when facing specific events of complexity in their daily work.



Relearning Methodology

At TECH, case studies are enhanced with the best 100% online teaching method: Relearning.

This method breaks with traditional teaching techniques to put the student at the center of the equation, providing the best content in different formats. In this way, it manages to review and reiterate the key concepts of each subject and learn to apply them in a real context.

In the same line, and according to multiple scientific researches, reiteration is the best way to learn. For this reason, TECH offers between 8 and 16 repetitions of each key concept within the same lesson, presented in a different way, with the objective of ensuring that the knowledge is completely consolidated during the study process.

Relearning will allow you to learn with less effort and better performance, involving you more in your specialization, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation to success.



A 100% online Virtual Campus with the best teaching resources

In order to apply its methodology effectively, TECH focuses on providing graduates with teaching materials in different formats: texts, interactive videos, illustrations and knowledge maps, among others. All of them are designed by qualified teachers who focus their work on combining real cases with the resolution of complex situations through simulation, the study of contexts applied to each professional career and learning based on repetition, through audios, presentations, animations, images, etc.

The latest scientific evidence in the field of Neuroscience points to the importance of taking into account the place and context where the content is accessed before starting a new learning process. Being able to adjust these variables in a personalized way helps people to remember and store knowledge in the hippocampus to retain it in the long term. This is a model called Neurocognitive context-dependent e-learning that is consciously applied in this university qualification.

In order to facilitate tutor-student contact as much as possible, you will have a wide range of communication possibilities, both in real time and delayed (internal messaging, telephone answering service, email contact with the technical secretary, chat and videoconferences).

Likewise, this very complete Virtual Campus will allow TECH students to organize their study schedules according to their personal availability or work obligations. In this way, they will have global control of the academic content and teaching tools, based on their fast-paced professional update.



The online study mode of this program will allow you to organize your time and learning pace, adapting it to your schedule"

The effectiveness of the method is justified by four fundamental achievements:

1. Students who follow this method not only achieve the assimilation of concepts, but also a development of their mental capacity, through exercises that assess real situations and the application of knowledge.
2. Learning is solidly translated into practical skills that allow the student to better integrate into the real world.
3. Ideas and concepts are understood more efficiently, given that the example situations are based on real-life.
4. Students like to feel that the effort they put into their studies is worthwhile. This then translates into a greater interest in learning and more time dedicated to working on the course.

The university methodology top-rated by its students

The results of this innovative teaching model can be seen in the overall satisfaction levels of TECH graduates.

The students' assessment of the teaching quality, the quality of the materials, the structure of the program and its objectives is excellent. Not surprisingly, the institution became the top-rated university by its students according to the global score index, obtaining a 4.9 out of 5.

Access the study contents from any device with an Internet connection (computer, tablet, smartphone) thanks to the fact that TECH is at the forefront of technology and teaching.

You will be able to learn with the advantages that come with having access to simulated learning environments and the learning by observation approach, that is, Learning from an expert.



As such, the best educational materials, thoroughly prepared, will be available in this program:



Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

This content is then adapted in an audiovisual format that will create our way of working online, with the latest techniques that allow us to offer you high quality in all of the material that we provide you with.



Practicing Skills and Abilities

You will carry out activities to develop specific competencies and skills in each thematic field. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop within the framework of the globalization we live in.



Interactive Summaries

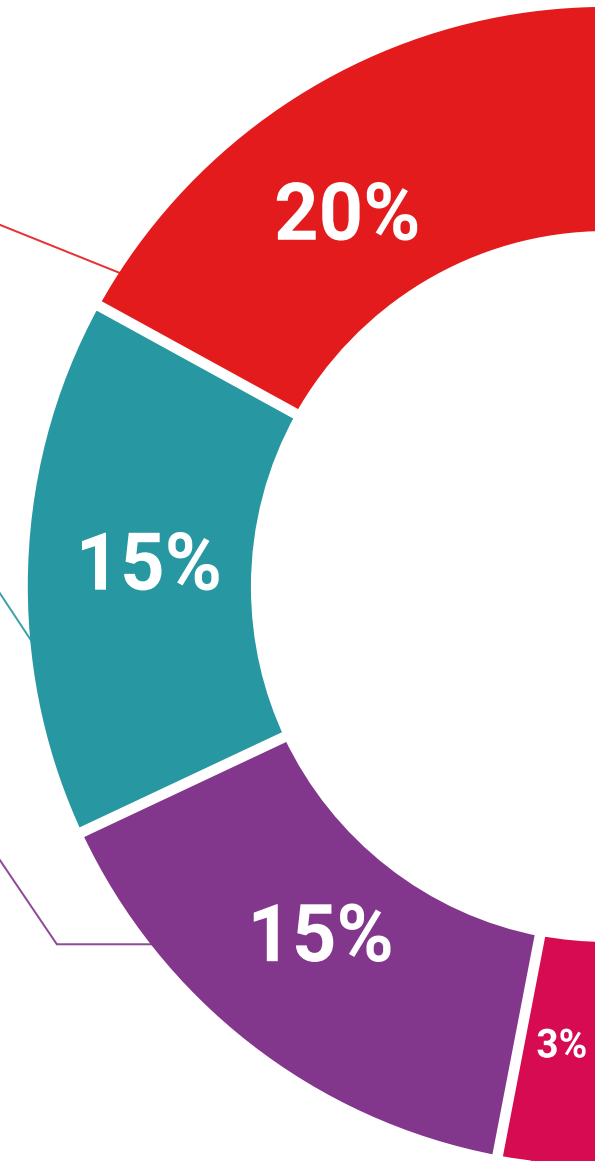
We present the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

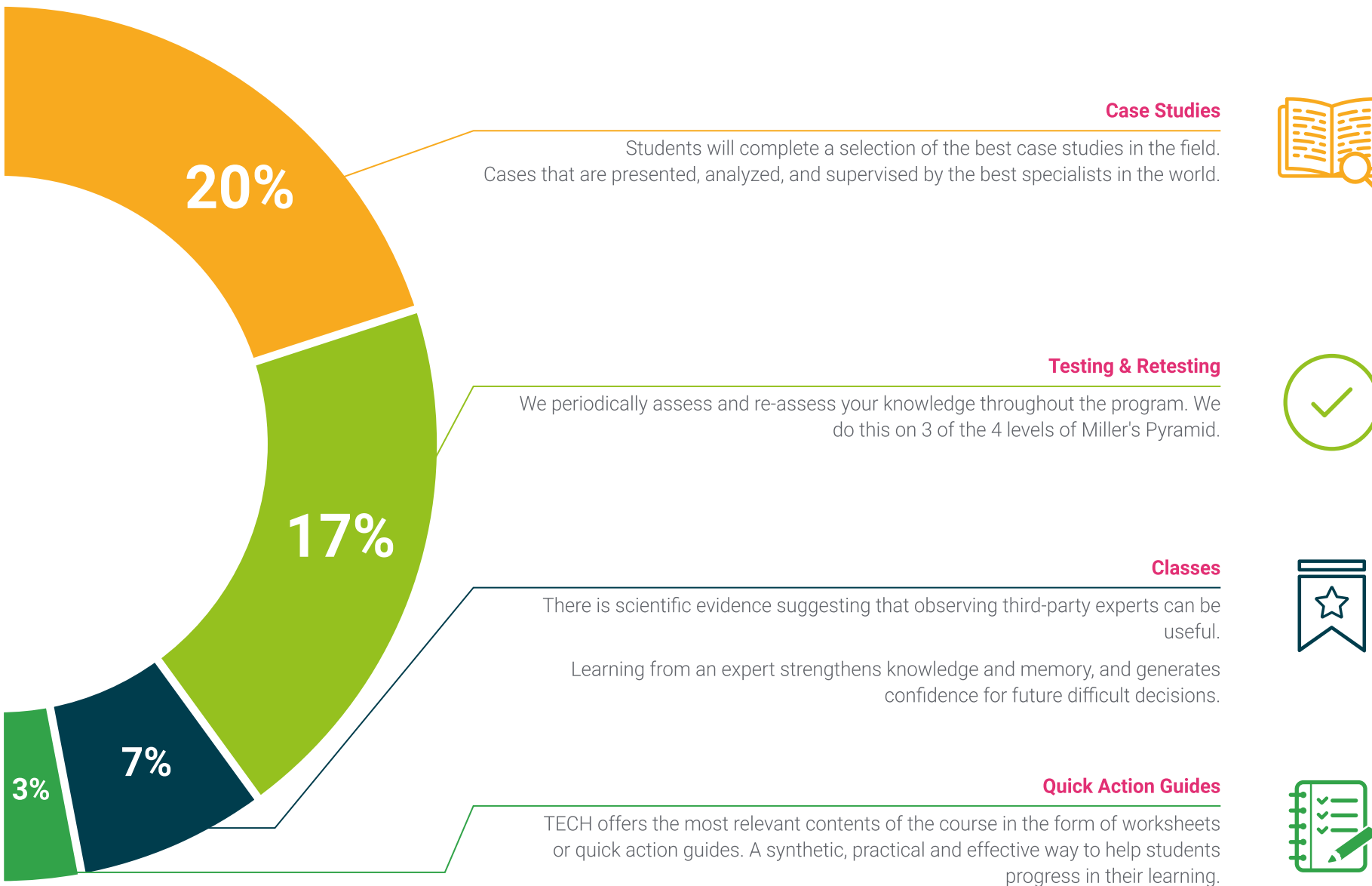
This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".



Additional Reading

Recent articles, consensus documents, international guides... In our virtual library you will have access to everything you need to complete your education.





05 Certificate

The Postgraduate Certificate in Change Management guarantees students, in addition to the most rigorous and up-to-date education, access to a Postgraduate Certificate issued by TECH Global University.



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Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork”

This private qualification will allow you to obtain a **Postgraduate Certificate in Change Management** endorsed by **TECH Global University**, the world's largest online university.

TECH Global University is an official European University publicly recognized by the Government of Andorra ([*official bulletin*](#)). Andorra is part of the European Higher Education Area (EHEA) since 2003. The EHEA is an initiative promoted by the European Union that aims to organize the international training framework and harmonize the higher education systems of the member countries of this space. The project promotes common values, the implementation of collaborative tools and strengthening its quality assurance mechanisms to enhance collaboration and mobility among students, researchers and academics.

This **TECH Global University** private qualification is a European program of continuing education and professional updating that guarantees the acquisition of competencies in its area of knowledge, providing a high curricular value to the student who completes the program.

Title: **Postgraduate Certificate in Change Management**

Modality: **online**

Duration: **6 weeks**

Accreditation: **6 ECTS**





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