

## Certificate Series Roadmap

The Learning & Development team accepts rolling applications for certificate series programs which are designed to introduce personal and organizational leadership as well as day-to-day management skills.

To learn more about available certifies series or to submit an application visit the [Learning & Development website](#) or email [hrlearning@columbia.edu](mailto:hrlearning@columbia.edu).

	Cultivating Leadership Presence (CLP)	Emerging Leaders Program (ELP)	Management Development Program (MDP)
<b>Target Audience</b>	<ul style="list-style-type: none"> <li>○ Grade 9a/ and above</li> <li>○ Individual Contributors</li> <li>○ Managers of staff</li> </ul>	<ul style="list-style-type: none"> <li>○ Grade 12/103 and above</li> <li>○ Individual Contributors</li> <li>○ Managers of staff</li> </ul>	<ul style="list-style-type: none"> <li>○ Grade 12/103 - 14/105</li> <li>○ Project managers</li> <li>○ Managers of staff</li> </ul>
<b>Program Length</b>	8 consecutive weeks of half day workshops	4 consecutive weeks of full-day workshops, 2 half-day events	8 consecutive weeks of full-day workshops
<b>Homework Commitment</b>	Approximately 2-3 hours per week of delivering and reviewing video presentations	Approximately 1-2 hours per week of additional online learning and project development	Approximately 1-2 hours per week applying course concepts
<b>Program Dates</b>	Fall Semester – September thru November	Spring Semester – April thru May	Fall Semester – October thru December
<b>Goals</b>	Learn how to customize your message, make a positive impression and present with greater impact using effective verbal and nonverbal communication techniques	Learn practices to create a vision, execute strategy, help lead change and inspire others	Learn day-to-day people management skills to increase personal and team effectiveness
<b>Key Deliverable</b>	Incorporate key principles learned at a special designed networking event	Implement a new team process, program or offering	Interactive case study to apply key principles learned