



Change Management: Next Level FY23 and FY24

Thriving in today’s workplace becomes possible as we develop abilities to help us to see, hear and work with each other more effectively. Understanding how to use the right tools and models to respond to changes to daily routines, adapt to or initiate change processes, and make sense of the tensions we experience working in highly diverse organizations is key to our success. The Change Management Learning Pathway focuses on four areas: employee change management, management and change, organizational culture and working virtually.

Learning Pathway classes required to earn a certificate:

Employee Change Management

Circle of Influence
 Crucial Conversations ^{1, 2, 3}
 Taking Charge of Change
 Managing Problem Solving Style Differences

Virtual Working and Change

Open Door: Dilemmas and Hybrid Work
 Intercultural Conflict & Virtual Work
 Coaching Through Change¹

Management and Change

Managing Change
 Certified Leadership Coach Practitioner **

Changing Organizational Culture

Intercultural Conflict Inventory
 Managing Organizational Change with Coaching¹
 Organizational Culture and Change¹

¹ Also in Management LP ² Also in Communication & Conflict LP ³ Also in Communicating Professionally in the Workplace
 The pathway classes are available to all employees through MC Learns as individual classes as well. If you are interested in achieving the certificate, the table below will help you plan your schedule. Not all classes are offered every year; it is at minimum a two-year plan.

Classes Scheduled for FY22

Class name	Timing	Class Date(s)
Open Door – Dilemmas and Hybrid Work (Zoom class)	1.5 hours	September 15 1:00 pm – 2:30 pm
Open Door – Dilemmas and Hybrid Work (Zoom class)	1.5 hours	September 22 1:00 pm -2:30 p.m.
Intercultural Conflict Survey (Zoom class)	½ day	October 7 1:00 – 2:30 p.m.
Intercultural Conflict Survey (Zoom class)	½ day SATURDAY class	October 15 9:00 am – 12:15
Managing Problem Solving Style Differences (MK 122)	½ day	November 18 8:45 a.m.-noon
Certified Leadership Coach Practitioner (MK 122)	Two Days	January 21, 28, 2023 9:00 am 5:00 pm
Crucial Conversations (MK 122)	2 days	Feb 9 8:45 a.m. - 4:15 p.m.
Classes not listed will be offered in FY24		

*A learning pathway is a series of classes with in-depth exploration of a skill area. When completed, a certificate of learning is awarded to acknowledge your commitment to pursue the study and practice of a specialized area of professional development. Participation is paced to provide time to reflect upon your learning and integrate concepts and skills into your life and work.

** TBD