Change Management & Innovation Certificate

University of Regina

Change management and innovation aren't just for organizational leaders – they're for anyone looking to enhance their career and drive meaningful progress. In a world where change is constant and innovation is key to success, make sure you have the ability to effectively manage both.

Developed in consultation with leading subject matter experts, the **Change Management and Innovation Certificate** will help you strategically problem solve, identify innovations, and successfully engage staff, clients and stakeholders to make improvements.

$5,215.00 plus GST and PST

Core Modules (Required):

Fundamentals of Innovation (Recommended First)

In this introductory course, you will learn the fundamental tools and skills of improvement and innovation. Topics covered include understanding value from the client's perspective and the differences between value-add and non-value-add work. You will be introduced to approaches that engage the workforce and clients in identifying innovative solutions.

Students can expect to leave the class with knowledge and skills in basic innovation tools. It is recommended to take the Fundamentals of Innovation as the first course in the Change Management and Innovation Certificate.

Change Management

Tackle and lead change with confidence. Learn how concepts such as "respect of people" are critical to ensuring successful improvement and innovation initiatives in your organization.

You will gain practical tips and tools for managing change throughout the lifecycle of the innovation journey.

Data Analytics for Innovation

Learn about the different types of measures and methods for data collection, analysis and display that support an innovation agenda. You will discover how

practical tools such as driver diagrams can help you measure progress towards your goals and identify actions and measures to assess the performance of your innovative ideas.

At the end of the course, you will be able to identify the differences between data for accountability, improvement and research. Practical tips for how to address barriers to measurement in your innovation project will also be covered.

Facilitating Improvement - Staff and Client Engagement

Learn the roles required to successfully set up teams to drive improvement and innovation in any organization. Students will gain knowledge of how to identify and leverage team dynamics to advance improvement and innovation projects.

Practical tips for engaging clients/customers and staff will be covered, as well as specific tools and techniques to capture the client/customer experience that can be used to drive innovations. Practical approaches for engaging staff in everyday idea programs will also be presented.

Identifying Innovation

This course provides practical tools for how to identify and analyze problems, select the best opportunities for innovation, and create an implementation plan to close gaps.

You will learn the roles for leaders, employees, and clients in applying these tools.

Inspiring Innovation - Creating a Culture for Change

In this course, you will explore how to create a sense of urgency and compelling vision to guide innovation efforts. It will focus on developing the narrative, building engagement and sustaining focus.

Learn how to build strategic alignment and deployment to implement innovation in any organization. The course will help you build an organization of problem seekers and solvers through coaching, monitoring, and measurement. Students will learn how standard work for leaders can create and sustain a culture of change.

Navigating Change - Leading Through Uncertainty

Learn "What's in it for me?" (WIIFM) and how to assess organizational readiness to adopt change. You will gain an understanding of the adoption curve and how it impacts where and when to focus efforts. Learn concepts such as "fail forward fast" that support the mindset needed to create a learning organization.

This course will cover the phases of innovation from basic to advanced. The role of the leader and how to establish line of sight on your organization's innovation work will also be explained. A day in the life of the leader and opportunities to make more time to lead will be explored. By the end of the course, you will also understand how the seemingly unpredictable can be predicted.

Operational and Strategic Problem Solving

Learn an 8-step process for problem solving that can be used for any type or size of problem. You will learn about the cycle of improvement based on the scientific research method and proven techniques for root cause analysis.

Gain practice in using the tools so that they can be applied immediately upon return to your organization.

Implementing and Sustaining Change (Taken Last)

Improvement and innovation can be exciting, but it is often hard to sustain the gains. Learn visual management approaches and standard work practices to help sustain change. Learn how to develop and track measurements to ensure your innovation sticks.