

PART-TIME  
Level 8  
Online



# Certificate in Effective Leadership and Change Management

## Programme aim:

This aim of this module is to develop students' awareness of leadership issues in social care relating specifically to organisational and team cultures, organisational change and the effects of power and politics.





## Indicative Content

- Leadership: Distinguishing leadership roles from management roles. Major leadership theories which may include: skills approach, situational approach and contingency leadership.
- Modern leadership approaches: Leader participation theory, collaborative leadership skills approach, servant leadership, authentic leadership.
- The Nature of Change: Categories and causes of change. Ecological systems of change - open/closed systems.
- Models of Change: Models of change management - planned change, emergent change. Tools for change management SWOT analysis, PESTLE analysis, workforce characteristics.
- Organizational culture: Examination and understanding of organizational cultures and the impact of culture and politics in change management process. Leadership and organizational culture.

## Successful completion should enable learners to:

- Identify and implement the key team leadership theories and related concepts.
- Evaluate and implement leadership practices to the delivery of corporate strategy and organisational culture.
- Critically analyse leadership style and how it translates into work behaviours.
- Show awareness of power and behaviour in the delivery of organisational roles.
- Discuss the fundamentals of change management and the underlying concepts of the change process
- Identify and evaluate successful change strategy.
- Identify and implement the creation of an innovative culture using appropriate frameworks.

## Progression

Graduates of the certificate can progress to the Higher Diploma in Innovative Data Generation, Analysis and Management

## How to apply?

Apply now by contacting CIRDAS at [insurance.cw@setu.ie](mailto:insurance.cw@setu.ie) or call 059 9175267.

## Start Date

TBC

## Duration

TBC

## Fees

FREE. Course is fully funded by CIRDAS.

## Further information

[www.insurancesetucarlow.ie](http://www.insurancesetucarlow.ie)  
[insurance.cw@setu.ie](mailto:insurance.cw@setu.ie)  
059 9175267

## Entry Requirements

Level 8 degree with a minimum of Second Class Honours, Grade 2 in a related discipline or equivalent.

SETU Carlow Campus operates a Recognition of Prior Experiential Learning (RPL) scheme whereby applicants may be considered, based on relevant work and other experience, for exemptions from programme modules and advanced entry.

All applicants will be considered on a case-by-case basis. The Faculty of Lifelong Learning and CIRDAS reserve the right to require applicants to attend for an interview to determine their suitability for the programme.