

MANAGERS AS LEADERS

PROFESSIONAL CERTIFICATE

8-week Program

Register Today, Lead Tomorrow



COMPLETE IN 8 WEEKS

Build powerful leadership skills in just two months.



HYBRID LEARNING

Learn mostly online with select in-person sessions on campus.



IMMEDIATE IMPACT

Apply new skills immediately — and become a more effective manager.



ESTIMATED COST

\$1,750

15% savings

for CSUSM alumni and students

10% savings

for teams of three or more employees

FORMAT



**Online, Zoom-Based
+ In-Person Classroom
Setting**

TIME



8 weeks

3.5 hours per week

RELATED PROGRAMS

You may also be interested in these CSUSM programs:

- Supervising Employees Certificate
csusm.edu/el/supervising
- Essential Management Skills for Nonprofits
csusm.edu/el/nonprofit

CONTACT

Program Director | Cathy Scavone
professionaldevelopment@csusm.edu
760.750.4020



PROGRAM OVERVIEW

Transform your management skills and elevate your impact with CSUSM's eight-week Managers as Leaders Certificate. Attend classes one half day per week thanks to a flexible hybrid format.

Ideal for mid-level managers and graduates of CSUSM's Supervising Employees Certificate program, this program is built on a human-centered approach to leadership and integrates best practices and research, so you're equipped to advance your management career and lead with greater confidence.

COURSE FOCUS AREAS

Part 1 | Managing Yourself

Leading With Impact: Master the mindsets, tools and behaviors that set great managers apart — and put them to work immediately.

Inspiring Leadership Through Emotional Intelligence: Improve your emotional intelligence to overcome personal barriers, lead with empathy and collaboration, and achieve stronger team outcomes.

Building Strategic Relationships: Discover your leadership strengths through a StrengthsFinder survey and learn to leverage them to identify and build the strategic relationships that matter most.

Part 2 | Managing Teams

Enhancing Team Effectiveness: Learn the components of High Performing Teams (HPT) and build a culture of trust, collaboration, inclusiveness and psychological safety. Minimize interferences and increase productivity.

Resolving Conflict and Increasing Collaboration: Recognize the sources and root causes of conflict in today's hybrid and remote work environments and use proven tools like the Situation-Behavior-Impact process to resolve them.

Building Team Resilience: Strengthen personal and team resilience across seven key areas and develop strategies to manage ambiguity, sustain your energy and reduce stress and burnout.

Part 3 | Managing Strategically

Strategic Thinking Skills: Develop as a strategic, tactical and operational thinker. Learning to overcome barriers, apply The Golden Circle framework and build the collaborative relationships and partnerships that drive better decisions.

Managing Change and Transitions: Understand the difference between change and transition and gain practical tools to lead others through today's workplace challenges, including overcoming resistance.

Influencing Others: Identify your influence style and learn to apply it across your relationships and networks. Build the flexibility and skills to manage stakeholders at every level.

The Road Ahead: Planning Your Success: Commit to continuous growth by focusing on your strengths, addressing weaknesses, and creating a personalized plan for your future as a leader.

PROGRAM BENEFITS

- **Flexible Schedule:** Half day, once a week. Perfect for busy professionals.
- **Tailor for Your Team:** Customizable for your organization's unique goals.
- **Earn CEUs:** Earn 2.8 continuing education units upon completion.
- **Networking Opportunities:** Connect with peers in person and grow your professional network.