ORGANIZATIONAL SYSTEMS AND LEADERSHIP CERTIFICATE

Mission Statement

The Organizational Systems and Leadership Certificate (OSL) provides students with the knowledge, skills, and abilities necessary to facilitate improvement in individual and organizational performance. Students will learn to apply systems thinking to analyze performance, identify gaps in performance and their root causes, and select, design, develop, implement, and evaluate appropriate solutions. Students will develop critical leadership skills in project management, communication, ethics, and professionalism.

Student Learning Outcomes

Students who successfully complete the Instructional and Performance Technology Certificate will be able to demonstrate the following:

Content
- Apply theoretical and empirical best practices to create solutions to resolve complex organizational and individual instructional and performance problems.

Critical Thinking
- Critically evaluate inferences drawn from empirical research and practice in the field of Instructional and Performance Technology.

Integrity/Values
- Apply ethical research practices when conducting research studies.

Communication
- Develop logical, well-reasoned arguments to guide future research endeavors and projects in the field.

Assessment of Student Learning Outcomes

Assessment is project-based and occurs at the completion of each course. Data is compiled and reviewed annually.

Job Prospects for Students with Organizational Systems and Learning Certificate

This certificate prepares students to fulfill consultant and designer roles in organizational development, performance improvement, and workplace learning across sectors. Students may work in K12, higher education, business and industry, military, healthcare, or any other setting where there is a need to improve organizational performance and/or facilitate workplace learning.

Job titles include:

Performance Improvement Specialist

Training and Development Manager

Curriculum Designer

Instructional Developer

Instructional Designer

Instructional Design Manager

Organizational Performance Consultant

Find out more about Instructional and Performance Technology at UWF: https://uwf.edu/academic-affairs/departments/school-of-education/instructional-design-and-technology/