

Human Performance Improvement, Graduate Certificate

Mission Statement

The Human Performance Improvement Certificate (HPI) 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. Credits earned in the HPI Certificate program may be applied to the M.Ed. in Instructional Design and Performance Technology in accordance with university policy.

Student Learning Outcomes

UWF Human Performance Improvement certificate graduates should be able to do the following:

- **Content:** Analyze current and desired organizational performance and identify gaps in performance and their root causes using HPI models and the principles of systems thinking.
- **Critical Thinking:** Identify appropriate instructional and non-instructional interventions, aligned with identified gaps in performance and organizational constraints.
- **Communication:** Integrate instructional and non-instructional interventions in organizational settings using best practices in HPI and change management.
- **Integrity/Values:** Develop a comprehensive evaluation plan using appropriate models and techniques.

Find out More about Human Performance Improvement Certificate at UWF:

<https://uwf.edu/ceps/departments/instructional-design-and-technology/>