The Innovative Leader Certificate consists of 3 homework-free short courses that are only 2 days each. Enroll today!

**COURSE 1**
Intrapreneurship: Innovation & Risk-Taking
April 10 from 12pm-7pm
April 11 from 8am-3pm

**COURSE 2**
Shift Happens: Navigate Change & Turbulence, Negotiate Effectively & Transform Conflict to Collaboration
May 8 from 12pm-7pm
May 9 from 8am-3pm

**COURSE 3**
Trailblaze: Tools & Tactics to Drive Innovation
June 5 from 12pm-7pm
June 6 from 8am-3pm

*Eligible for Tuition Assistance & Deferment at most organizations*

We all know innovation drives organizational success, yet how do we encourage innovative thinking for all individuals—and how do we make it stick? This series uniquely addresses both, as it focuses on how to innovate at the individual and organizational levels, as well as how to handle the resulting changes. Whether you’re an individual contributor or a manager, you will utilize different models and methods to effect change. These shifts, even minor ones, will improve your productivity and team dynamics. You will:

- **Leverage** practical innovation tools and tactics
- **Unlock** right-brain and left-brain capabilities
- **Shift** existing thinking and maximize new ideas
- **Influence** others to adopt your innovations
- **Transform** conflict into collaboration that boosts organizational productivity

Distinguished Executive Guest Speakers include:

**Audria Pendergrass Lee** | Associate Director Diversity & WorkLife, FINRA – Financial Industry Regulatory Authority

**Veronica E. Villalobos** | Director, Office of Diversity & Inclusion, U.S. Office of Personnel Management (OPM)

We are currently in the process of confirming esteemed speakers for 2015!

**Enroll now. It’s easy.**

1. Reserve your seat at [http://rady.kintera.org/mclean-innovativeleader](http://rady.kintera.org/mclean-innovativeleader)
3. Register with your organization’s Tuition Assistance program
WHAT MAKES OUR COURSES UNIQUE?

**INTERACTIVE & TEAM-BASED LEARNING**
The Elevate Leadership Certificate Program features curriculum that appeals to multiple senses and dynamically engages participants.

**LEARN & EARN A UNIVERSITY OF CALIFORNIA CERTIFICATE**
Earn a university-based certificate from the University of California, San Diego Rady School of Management.

**RESEARCH-BASED CURRICULUM**
Practical research and input from executives drive the credibility and effectiveness of our curricula.

**MINIMUM INVESTMENT, MAXIMUM RETURN**
Geared towards professionals ranging from individual contributors to second-line managers looking for a condensed, homework-free opportunity for professional development.

**EXECUTIVE-LEVEL GUEST SPEAKERS**
Engage executive guest speakers in an intimate setting and directly apply classroom learnings to their experiences.

**ELIGIBLE FOR TUITION ASSISTANCE**
This program is eligible for tuition assistance in most cases, so check with your organization as they may likely cover the program tuition.

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**The Innovative Leader Certificate Series consists of:**

<table>
<thead>
<tr>
<th>Certificate Requirements:</th>
<th>3 Short Courses, 2 days per course (6 total days of classes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Units &amp; Tuition:</td>
<td>Each course offers 1.2 CEUs, for a total of 3.6 CEUs.</td>
</tr>
<tr>
<td></td>
<td>Tuition is $1,600 for each course. Registration remains open through course start date.</td>
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<tr>
<td></td>
<td><strong>Eligible for Tuition Assistance &amp; Deferment</strong></td>
</tr>
<tr>
<td>Location:</td>
<td>7575 Colshire Drive, McLean, VA 22102 (Northrop Grumman, Colshire Complex) in Conference Room 2100W</td>
</tr>
</tbody>
</table>

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For assistance, contact:
Nancy Peritz at nperitz@ucsd.edu or (858) 822-7414

*Eligible for Tuition Assistance & Deferment at most organizations*
ELEVATE Your Career in Under 18 Hours!

Intrapreneurship: Innovation & Risk-Taking

SHORT COURSE DESCRIPTION

Intrapreneurship means driving innovation on a consistent basis, but within an organization—it's internal entrepreneurship. This need not entail creating the next internet or printing press 2.0 (Of course it can lead there too). Intrapreneurship means making changes within your organization that have significant impacts, even on daily interactions and processes. Even small changes will lead to improved collaboration, productivity and synergy amongst teams and organizations. Add up enough small changes and a “sea change” engulfs any community. This course focuses on how to innovate immediately, practically and consistently. More so, it focuses on risk and how taking risks can lead to transformation. Risk need not be disruptive as individuals will learn how to innovate and take risks in ways that organizations can accept and adopt.

Course topics include:
• Embracing Innovation
• Types of Innovation
• Risk-Taking Strategies

REGISTER ONLINE:
http://rady.kintera.org/mclean-innovativeleader

“Eye opener. I will recommend this class. It is refreshing. Sometimes as professionals, we think within the box for too long.” - Elevate Alumnus

SHORT COURSE DATES:
April 10 from 12:00pm-7:00pm
April 11 from 8:00am-3:00pm

COURSE NUMBER: LEAD321
INSTRUCTOR: Vu Pham, Ph.D.
TUITION: $1,600 *Eligible for Tuition Assistance*
LOCATION: 7575 Colshire Drive, McLean, VA 22102
Rm. 2100W (Northrop Grumman, Colshire Complex)

Shift Happens:
Navigate Change & Turbulence, Negotiate Effectively & Transform Conflict to Collaboration

SHORT COURSE DESCRIPTION

“Change or die.” It’s not a cliché, but a truism that applies to professionals at all stages of their careers. Early-stage professionals need to on-board and adapt to an organization’s culture, while later-stage professionals have to change with the currents of their organization. As people progress in their careers, adapting to change grows increasingly difficult. The need to change becomes more apparent as turbulent times take hold. The stress and psychology of change proves difficult, as does taking action to begin the journey to change. It takes shifting your worldview and realigning your thinking.

This course focuses on change through navigating conflict and how to negotiate with tough colleagues in everyday situations. Course topics include:
• Tough Decision-Making: Act Decisively, Manage Crises & Put Out Fires
• Dealing with Change & Shifts
• Facing Challenges: Conflict to Collaboration

REGISTER ONLINE:
http://rady.kintera.org/mclean-innovativeleader

“Group exercises in dynamic environments were very helpful. I want to practice the tools every day at work and home.” - Elevate Alumnus

SHORT COURSE DATES:
May 8 from 12:00pm-7:00pm
May 9 from 8:00am-3:00pm

COURSE NUMBER: LEAD304
INSTRUCTOR: Christine Itano-Cosner
TUITION: $1,600 *Eligible for Tuition Assistance*
LOCATION: 7575 Colshire Drive, McLean, VA 22102
Rm. 2100W (Northrop Grumman, Colshire Complex)

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Nancy Peritz at nperitz@ucsd.edu or (858) 822-7414
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Trailblaze:
Tools & Tactics to Drive Innovation

SHORT COURSE DESCRIPTION

Although not sequential, this course synergizes with the Intrapreneurship course and provides a series of tools and tactics that will spur innovation at the individual and team levels. Think of it as a toolbox with many different tools that will unlock your innovation potential and provide practical, timely results that will shift your thinking. These models are simple to understand and execute, yet will provide rich results and significant changes to the way you and your colleagues think. Designed to deliver results, the models will lead to immediate impact.

Course topics include:
• Innovation Tools & Models
• Practical Application for These Tools & Models
• Bouncing Back from Failure

SHORT COURSE DATES:
June 5 from 12:00pm-7:00pm
June 6 from 8:00am-3:00pm

COURSE NUMBER: LEAD324
INSTRUCTOR: BeNeca Griffin
TUITION: $1,600 *Eligible for Tuition Assistance*
LOCATION: 7575 Colshire Drive, McLean, VA 22102
Rm. 2100W (Northrop Grumman, Colshire Complex)

REGISTER ONLINE:
http://rady.kintera.org/mclean-innovativeleader

“The course added to the first session which helps me gain a better understanding of innovation overall.”

-Elevate Alumnus

CORE FACULTY

Vu H. Pham, Ph.D. | Partner, Spectrum Knowledge
A partner at Spectrum Knowledge, Vu H. Pham, Ph.D. works with dozens of organizations from the Fortune 500 to government and non-profit agencies to boost organizational performance and strategic effectiveness. He conducts interactive training and data-driven research to achieve these results. He also currently chairs programs at the Center for Executive Development at the UC San Diego Rady School of Management, as well as Chair of the Center for Research on Employment and the Workforce, known as CREW, a partnership with California State University—Fullerton and the University of California, Riverside.

BeNeca Griffin | President & CEO, Moments of Focus LLC
BeNeca Griffin was recognized by the White House for her work. Her company’s “Moments of Focus Professional Leadership Series TM” is partnered with the LA World Airports, Toyota Motor Sales, the University of Southern California and others where she teaches Corporate Migration, Business Etiquette & how to “Discover the Brand of You TM.” BeNeca works with companies like Northrop Grumman, Kaiser Permanente & Boeing. She’s an instructor for the UCSD-Rady School of Management, in partnership with Spectrum Knowledge. Her company develops & produces projects that encourage people to take a MOMENT TO FOCUS. She has been featured on "The Tavis Smiley Radio Show," Radio Disney, ESPN Radio and more.

Christine Itano-Cosner | Partner, Spectrum Knowledge
Christine Itano-Cosner, Partner of Spectrum Knowledge, has 20 years of experience as an organizational development consultant, instructional system designer and trainer and facilitator for Fortune 500 organizations and non-profits agencies. Ms. Itano-Cosner has a M.S. in Industrial/Organizational Psychology. Her expertise includes leadership/management development, organizational development, strategic planning, performance management, teambuilding, diversity training, coaching, instructional design and development and organizational research. She is an instructor at the UC San Diego Rady School of Management and has been an adjunct faculty member at the University of California at Irvine, Merage School of Business, Executive Education Program and a member of Pfizer’s Worldwide Diversity & Inclusion consultant team.

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