The Innovative Leader Certificate consists of 3 homework-free short courses that are only 4 evenings each. Enroll today!

**COURSE 1**
Intrapreneurship:

Innovation & Risk-Taking

March 23, 25, 30 & April 1  
5:00pm – 8:30pm

**COURSE 2**
Trailblaze:

Taking Change & Collaboration to the Next Level

April 27, 29, May 4, 6  
5:00pm – 8:30pm

**COURSE 3**
Shift Happens:

Navigate Change & Turbulence, Negotiate Effectively & Transform Conflict to Collaboration

May 11, 13, 18, 20  
5:00pm – 8:30pm

*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:**

Christopher B. Cool | Sector Vice President, Sector Affordability, Northrop Grumman Aerospace Systems

Arthur M. delaCruz | Director, Non-Traditional Effects Mission Campaign, Business & Advanced Systems Development, Northrop Grumman Aerospace Systems

Chris Yamada | Vice President & General Manager, Aerospace Products, Space Systems, Northrop Grumman Aerospace Systems

Enroll now. It’s easy.

1. Reserve your seat at [http://rady.kintera.org/ngc-sb-innovativeleader](http://rady.kintera.org/ngc-sb-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.

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

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

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

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.

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.

The Innovative Leader Certificate Series consists of:

Certificate Requirements: 3 Short Courses, 4 evenings per course (12 total evenings of classes)

Units & Tuition: Each course offers 1.2 CEUs, for a total of 3.6 CEUs. Tuition is $1,600 for each course. Registration remains open through course start date.

*Eligible for Tuition Assistance & Deferment

Early Bird: Enroll by February 23, 2015 and your registration will include a seat at the Elevate Forum on June 5, 2015 in San Diego. The Elevate Forum allows you to engage over 50 Executives from major Fortune 500-level companies. Additional info to follow. After February 23, regular registration is still open.

Location: Northrop Grumman, 1 Space Park, Redondo Beach, CA 90278 in Bldg S, Room S-1275B

Enroll now. It's easy.
1. Reserve your seat at http://rady.kintera.org/ngc-sb-innovativeleader
2. OPTIONAL: Complete your Tuition Deferment form at http://rady.ucsd.edu/docs/exec/ngc-sb-deferred-payment-policy.pdf
3. Register with your organization’s Tuition Assistance program

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

*Eligible for Tuition Assistance & Deferment at most organizations
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/ngc-sb-innovativeleader

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

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
• Failure & Resilience

REGISTER ONLINE:
http://rady.kintera.org/ngc-sb-innovativeleader

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

SHORT COURSE DATES:
March 23, 25, 30 & April 1
from 5:00 PM – 8:30 PM

COURSE NUMBER: LEAD321
INSTRUCTOR: Vu H. Pham, Ph.D.
TUITION: $1,600 Eligible for Tuition Assistance*
LOCATION: Northrop Grumman, in S-1275B
1 Space Park Dr., Redondo Beach, CA 90278

SHORT COURSE DATES:
April 27, 29, May 4 & 6
from 5:00 PM – 8:30 PM

COURSE NUMBER: LEAD324
INSTRUCTOR: Vu H. Pham, Ph.D.
TUITION: $1,600 Eligible for Tuition Assistance*
LOCATION: Northrop Grumman, in S-1275B
1 Space Park Dr., Redondo Beach, CA 90278

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 16 Hours!

Shift Happens:
Navigator 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/ngc-sb-innovativeleader

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

-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.

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

*Eligible for Tuition Assistance & Deferment at most organizations
The Elevate Forum showcases senior executives from major Fortune 500-level organizations who will deliver 3-minute leadership lightning talks—this provides condensed and practical advice. Our signature leadership event is co-hosted by University of California–San Diego, California State University–Fullerton, University of California–Riverside and Spectrum Knowledge. Join us for this dynamic invitation-only, cross-industry event.

Past Speakers

- Roy Azevedo | Vice President, Advanced Concepts & Technology, Space & Airborne Systems, Raytheon Company
- Ken Baruth | Vice President Risk, Dealer Credit & IT Security, and Chief Risk Officer, Toyota Financial Services Corporation
- Susan L. Beat | Senior Vice President, Union Bank
- Emanuel Brady | Vice President of IT & CIO, Space & Airborne Systems, Raytheon
- Michael Burkeen | HR Director, Organizational Effectiveness, ConAgra Foods
- Shawn Burklin | Regional Vice President, San Diego, GEICO
- Lisa Cagnolatti | Vice President, Business Customer Division, Southern California Edison
- Mark Czaja | Group Vice President, Technology & Innovation, Parker Aerospace
- Mary Ann Fresco | Senior Executive Service, Office of Diversity & Inclusion, Office of Personnel Management (OPM)
- Scott Furgerson | Vice President, Gas Operations, Southern California Gas Company (SoCalGas) and San Diego Gas & Electric (SDG&E), Sempra Energy's California Regulated Utilities
- Paul Geery | Vice President, C3 Solutions Business Group, Electronic & Information Solutions, Boeing Defense, Space & Security
- Larry Harrington | Vice President, Internal Audit, Raytheon
- Leonard L. Kaigler | Vice President–Agency, State Farm Insurance
- Gary LaMonte | Vice President, Human Resources & Security, Space & Airborne Systems, Raytheon
- Audria Pendergrass Lee | Director Diversity & WorkLife, FINRA - Financial Industry Regulatory Authority
- Harry Q.H. Lee, II | Vice President, Corporate Contracts, Pricing & Supply Chain, Northrop Grumman
- Patrick Lee | Senior Vice President, Customer Service, Innovation & Business Strategy, Southern California Gas Company
- Patricia Miller | Vice President, Human Resources, Southern California Edison
- Diego Miralles | Global Head of Janssen Healthcare Innovation, Janssen Pharmaceutical Companies, Johnson & Johnson
- Kevin Mitchell | Vice President, Manufacturing & El Segundo Site Manager, Northrop Grumman Aerospace Systems
- Michael Moran | Vice President, Clinical, Facility & Guest Services, Baystate Health
- Kevin Naya | Director, Development Program Excellence and Lean+/Capturing the Value of Quality, Boeing Engineering, Operations & Technology
- Catherine Rice | Vice President of Contracts, Pricing & Program Business Operations, Northrop Grumman, Aerospace Systems
- Kelly Schlegel | Program Manager, Family of the Advanced Line of Sight Terminals, Boeing
- Scott Shane | Senior Vice President Talent Acquisition and Diversity & Inclusion, Union Bank
- Daniel M. Sibears | Vice President, Regulatory Operations/Shared Services, FINRA - Financial Industry Regulatory Authority
- Albert A. Smith | Vice President of Customer Service, Lexus Division, Toyota Motor Sales U.S.A., Inc.
- Valmore Valliquette | Senior Director – Procurement, Aerospace Systems, Northrop Grumman Corporation
- Veronica Villalobos | Director, Office of Diversity & Inclusion, Office of Personnel Management (OPM)
- Jeff Walker | Director of Advanced Meter Project, Southern California Gas Company
- Gillian Wright | Vice President, Customer Services, Southern California Gas Company

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


For more information, contact:
Roxanne Johnson, rjohnson@spectrumknowledge.com or (562) 204-6676