

EFFECTIVE MANAGEMENT OF PEOPLE PROGRAM: A CERTIFICATE OF COMPLETION

WINNING CONDITIONS THAT
ENERGIZE AND EMPOWER



Successful managers must have the skills and knowledge to grow their careers effectively. They are also in charge of shaping environments and helping their teams thrive. This program will enable you to deliver lasting value across your career, your team, and your organization. In a collaborative learning environment, you will participate in lively sessions, interactive exercises, and case studies designed to help you identify your strengths as you master the processes and tools required to motivate your team to higher levels of performance.

Certificate in Effective Management of People Modules (offered online)

The four pillars for the Effective Management of People program are:

1. Leadership
2. Managing Change
3. Career Management
4. Wellness

Certificate Fees

The total fee for this program (not including taxes) is \$1,800. Group registrations of 2 or more people may be eligible for a discounted rate of \$1,650 per participant.

Who Should Apply

This program is designed to enhance the effectiveness of new managers or those transitioning to a managerial role by purposefully provoking insightful discussion and simulating the managerial environment to offer opportunities for practice. All managers or future managers and supervisors will benefit from this program.

“ *Nothing will work, unless you do* ”

– Maya Angelou

IMix: GUIDING THE LEADERS OF TOMORROW

Register & learn more at: uoft.me/IMix-people-management

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Instructor

Rafael Chiuzy is an experienced Organizational Behaviour Consultant with a strong, demonstrated capacity to leverage human capital for the benefit of organizations and people alike. In his ten plus years of innovative practice in North & South America, Europe and the Middle East, he has been able to overcome widespread organizational challenges, and successfully implement lasting and meaningful change. Rafael is also a published author and Assistant Professor, Teaching Stream, at the University of Toronto Mississauga where he teaches organizational behaviour and correlated courses.



**Evidence
Based**



Applicable



Experiential



Fun

Module Descriptions

Topics & Dates	Key Content
<p>Module 1 – Leadership 1 full day Date: May 5, 2023 Time: 9:00 am – 4:00 pm</p>	<p>This module will focus on self-awareness, managing teams, and how to best manage attitudes towards work (work constructs). Different leadership styles will be explored with a focus on negotiation and how you can lead most effectively in difficult circumstances. You will also do a deeper dive into feedback, cognitive biases, and how you can foster engagement through developmental activities to optimize your organizational and departmental culture. Case discussions will cover toxic/inefficient cultures and how they can best be avoided.</p>
<p>Module 2 – Managing Change 1 full day Date: May 12, 2023 Time: 9:00 am – 4:00 pm</p>	<p>This module will help you frame and understand change processes and the different models of change. You will walk away with a practical all-in-one change management toolkit to help you better engage your team and learn evidence-based change practices through a case study analysis. This module will also give you competitive insights to avoid critical pitfalls and drive long-term success.</p>
<p>Module 3 – Career Management 1 half day Date: May 19, 2023 Time: 9:00 am – 12:00 noon</p>	<p>This module focuses on the different levels of work complexity, and methods to successfully assess time allocation and complexity level. You will review delegation approaches that leverage high-potential and lead to high-performance. You will also cover developmental assignments, managing upwards, and the self-assessment of networking pipelines.</p>
<p>Module 4 – Wellness 1 half day Date: June 2, 2023 Time: 9:00 am – 12:00 noon</p>	<p>This module will help bring your values to the forefront as you develop a thorough and highly executable plan for your job and life satisfaction. It will cover traps and pitfalls, mental health issues and tangible strategies for coping. There will be a focus on work-life integration in the new and constantly evolving environment in which we live and work and how we can nurture it through the lens of wellness.</p>

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