



VA LEARNING UNIVERSITY

“This training was directly relatable to my job and the tasks I need to complete. The material was presented in a clear and concise way and the learning environment was welcoming and comfortable.”

Training Participant

## VALU Change Certificate Programs: Understand and Guide Change

### WHY ARE THE CHANGE CERTIFICATE PROGRAMS RIGHT FOR ME?

At Veterans Affairs Learning University (VALU), we understand that for training to be useful, it must be easily and quickly adaptable to the real-life situations you encounter every day in your workplace. That’s why we developed the Change Certificate Programs, a unique combination of skills development and real-life problem solving that is tailored to staff at each professional level.

As VA embarks on a transformative journey to better meet the needs of Veterans and their families, we must become more adept at dealing with change and using it as an opportunity for growth. The skills you’ll learn in the Change Certificate Programs will help you do just that, whether you are leading change across a VA team or are managing yourself through a changing situation.

### What Do The Change Certificate Programs Look Like?

VALU works closely with our trainers to develop Change Certificate Programs course curriculum that best meets the needs of each level of participant—from courses in creative and innovative problem solving to managing change, and more. All teaching is application-based; participants should come prepared to share your biggest workplace challenges and ready to apply the skills taught in class to those same, real-life scenarios.

Due to the close-knit, collaborative nature of each session, class sizes are limited to ensure participants are able to work in small groups.

Course length ranges from:

- Five days for managers and supervisors (*Leading Change Initiatives: Orchestrating as a Team Leader*)
- Four days for mid-career personnel (*Becoming a Leader of Change Initiatives: Advanced Personal Focus*)
- Two-days for non-managers and entry-level staff (*Recognizing and Contributing to Change Initiatives: Personal Focus*)

Programs include a course evaluation, and each participant can obtain a certificate from VALU’s TMS upon completion of the course.

To maximize the benefit of this course in your workplace, consider bringing your entire team to Change Certificate Programs training as a group. Use the course as an opportunity to creatively work through the challenges facing your organization and develop a plan of action—all while learning valuable skills.

### Change Training For Every Level of Professional

VALU offers three levels of change certificates that will help you respond to shifts in priorities, changing technologies and other demands that occur at a personal, team and organizational level. Whether you are a senior manager steering your VA team through large-scale change, a mid-career professional managing a changing environment or entry-level VA staff focused on developing your personal change awareness skills, VALU has the change training that is right for you or your VA facility.



### ***Leading Change Initiatives: Orchestrating as a Team Leader—for Managers and Supervisors***

This program helps managers and supervisors learn the theory behind leading change within a team or large group and apply the appropriate change methodology to real-life situations. The program provides opportunities to explore both personal and team change through a highly interactive, action-based curriculum.

Participants in this course likely have been through organizational change before, and now are responsible for leading change. Through the course of this program, you will develop an understanding of how to lead in a changing environment and you will plan an actual change initiative that can be implemented following the program—all based on the real situations you bring to the class.

### ***Becoming a Leader of Change Initiatives: Advanced Personal Focus—for Mid-Career Professionals***

The program focuses on developing the individual skills you'll need to understand and adapt to change and gives you the opportunity to explore how you can use these skills within your team. You will learn how to think creatively and collaboratively about change and will even have a chance to practice innovative problem-solving using the real-life scenarios you bring to class.

This course is ideal for you if you have been through change before and now are seeking to understand how you can lend momentum to a change initiative as it moves forward. You'll develop the tools and abilities to become an active and positive change agent in VA.

### ***Recognizing and Contributing to Change Initiatives: Personal Focus—for Entry-Level Staff***

This program helps participants understand the personal and professional challenges of being in an environment of change. Here, you will learn to not only survive a changing environment, but also to develop and use creative thinking skills to take advantage of the opportunities often presented by change.

If you are new to VA or beginning your career, or simply seek a better understanding of how to adapt and thrive in the face of change, this is the course for you. Like other program levels, you'll gain this understanding by applying your learning to real-life workplace situations.

### **Schedule Your Change Certificate Programs Training**

VALU looks forward to partnering with you to bring these important change tools and skills to your VA workplace. To learn more about VALU Change Certificate Programs and how we can help your facility, please contact Victor Geary at [VALU.Training@va.gov](mailto:VALU.Training@va.gov) today!

### **VA LEARNING UNIVERSITY: YOUR PARTNER FOR CHANGE**

Powered by ADVANCE, VALU works with VA employees and leaders like you to put effective change management in the forefront of our operations. As VA begins implementing steps to transform into a 21<sup>st</sup> century organization that is people-centric, results-driven, and forward-looking, engaging change leaders is critical.

VALU is your partner in driving this historic transformation and motivating your team to be unifying, innovative change agents that make a difference in the lives of our Veterans. VALU your potential, VALU our Veterans. Be a positive force for change.

*For additional information about VALU's Leadership and Change Programs, please write to us at [VALU.Training@va.gov](mailto:VALU.Training@va.gov).*