

Grow your career.
Level up for the future.

Masters Certificate in Workplace Performance and Learning

Fire Up Your Performance and Learning Career



Schulich
School of Business
Executive Education

YORK U



Masters Certificate in Workplace Performance and Learning

Kick off your career in performance and learning, or gain the skills, strategies and know-how to strive for higher positions. Offered in partnership with the [Institute for Performance Learning \(I4PL\)](#), this Masters Certificate program provides up-to-date trends, comprehensive overviews and training on need-to-know industry topics. Learn where the performance and learning industry is at, where it's going, and how to succeed in it.

Grow your career.
Level up for the future.



12 days of study over 4 months + supplementary readings and coursework



Book this program [online](#)



Masters Certificate in Workplace Performance and Learning

Practice and perfect industry-specific tasks such as needs assessments, content creation, storyboarding and prototyping, assessments, data analysis, facilitating live or virtual learning events and building partnerships with clients. Gain mastery over vital performance and learning skills: technology proficiency, project management, communication and collaboration, adaptability, problem-solving, and marketing.

Walk out of this program prepared to level up your performance and learning career.



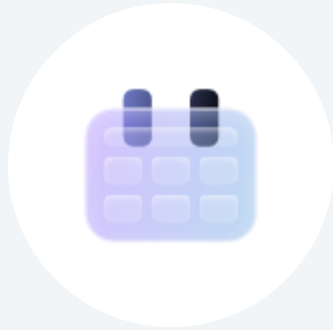
12 days of study over 4 months + supplementary readings and coursework



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Program **Highlight**



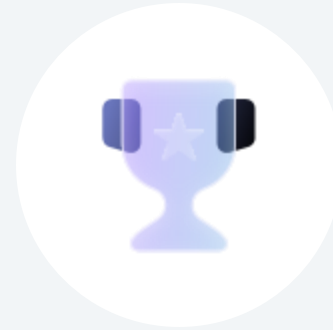
12 days of study

Rich learning in just 12 days of study over 4 months, with supplemental readings and coursework outside of the classroom.



Learn from the Pros

Train with top-rated Schulich ExecEd and I4PL instructors who are consistently ranked among the world's best.



Stand Out from the Crowd

Get recognized as an expert in performance learning with highly respected techniques and a micro-credential from Canada's #1 business school.



Digital Certificate

Provided upon completing a longer program that may comprise several badges signifying a more extensive skill set.

Program Faculty

Learn from the best.



Steve Blane
Program Director

Louise Grummitt

Quitin Fox
MCATD, CTDP

Bindi Doshi Tatla

Greg Kozdowski
CTDP

Stephanie Tavitian-Guthrie

Christina Cleveland
BA, B.Ed, CTDP

Jeremy Pearce

Program Content



Assessing Performance Needs & Evaluation

In this workshop we will conduct a case-based performance needs assessment, identify the causes of performance gaps, and identify the outcomes that support closing the performance gap. We'll also cover key evaluation topics such as: the purpose of evaluating learning, using key performance indicators to evaluate learning, carrying out level 3 and level 4 evaluations.

- Identify the risks of making assumptions when assessing performance needs
- Use questioning to determine performance gaps and desired business outcomes
- Summarize possible causes of performance gaps that are not training-related
- Identify the outcomes of in-depth performance needs assessment
- Identify the purpose of evaluating learning
- Describe the evaluation practices for evaluating learning
- Summarize how business Key Performance Indicators (KPIs) are used to evaluate level 3 and 4 learning outcomes
- Identify the outcomes of in-depth learning evaluation

Program Content



Designing Learning Experiences

In this session, we'll explore a step-by-step process for designing performance-based learning that's relevant, engaging, and grounded in instructional design principles.

- Design e-learning, e-classroom and classroom learning
- Explore how to leverage emerging technology (AR/VR/XR) in designs
- Design job aids and structured workplace learning
- Explore case studies for technical and interpersonal skills
- Complete a relevant design project of your choice

Facilitating Learning

In this workshop, we will cover key topics such as the mandate of a skilled facilitator, the facilitator's accountabilities, and how to engage learners and approach typical challenges that arise in the classroom.

- This session is designed to set you on the path to becoming a master facilitator, both online and face-to-face.
- Identify facilitation best practices and apply these in face-to-face or virtual training sessions
- Identify critical steps in planning and preparing for face-to-face or virtual delivery
- Incorporate tools to foster engagement face-to-face and in the virtual classroom
- Identify and manage conflict in a virtual classroom

Program Content



Partnering with Clients

Cover key topics including establishing credibility with your client and building and sustaining strong partnerships. In addition, you'll learn key project management tasks to complete to keep project delivered on time and budget.

- Develop methods to establish credibility when entering new client partnerships.
- Put into practice key actions to build and sustain relationships with partners.
- Revise relationships with clients to build stronger partnerships.
- Apply effective partnership principles to build effective partnerships with both the sponsors and the learner.
- Apply key project management tasks to a detailed case study

Who Will Benefit



Aspiring Leader

This program is ideal for individuals with 0-2 years of work experience, providing need-to-know strategies and information about the industry and a guide to moving forward in their careers.

Ignite a career in professions such as instructional design, e-learning design, learning and development, digital learning design, and learning facilitation.



Mid-Career Leader

Managers or mid-level learning practitioners such as instructional designers, e-learning designers, learning and development specialists, digital learning designers, and facilitators can finetune their skills or fill in knowledge gaps to move up the ladder to more senior positions.

Completion Benefits

After completing the Masters Certificate in Workplace Performance and Learning, you'll receive an authentic digital badge from the #1 business school in Canada that employers will recognize.

As more and more companies look for candidates with specific skills, this badge on your CV will be a credible assurance of your achievements and expertise, allowing the right roles to find you faster.



Masters Certificate

Provided upon completing a longer program that may comprise several badges signifying a more extensive skill set.

Why a Certificate at Schulich ExecEd?

There will no longer be a single transition from graduation to work in one's life.

Because few of us have the same job for life, we constantly have to re-invent ourselves, learn new skills and adapt to the changing marketplace and business environment. Today's professionals and executives must be able to quickly develop and fine-tune personal business skills to adapt and grow.

We are #1 Business School in the Country

We have the privilege of being ranked #1 and teaching top students from around the world.

Our Program is Unique

Distinction from growing competition in the job market.

We Provide a Combination of Skill Specialization & Range

Deepen your current skills and acquire new ones.



About Schulich ExecEd

At Schulich ExecEd, the professional development arm of the world class Schulich School of Business, all our programs are non-degree, mid-career acclaimed qualification that employers recognize and that you can add to your CV.

We Provide:

- Short programs building an individual business skill have industry recognized credentials for that skill
- Certificate programs build a wider skill set with a number of key skills
- Masters Certificates are an intense dive into Leadership, Management or specific Business skillsets. This is our highest mid-career professional development business school certification

Key Stats:

- Ranked #1 business school in Canada
- Ranked #12 in global MBA ranking
- Educated over 80,000 professionals across the world.
- Delivered over 4,000 programs virtually and in-person
- 96% of our graduates used knowledge or skills from the program on the job
- 87% of our graduates reported improved job performance
- Worked with over 500 companies worldwide

Over 450 leading faculty in areas of management, leadership, communications, finance, marketing, business development and strategy





Schulich ExecEd, Schulich School of Business at York University

500-222 Bay Street. Toronto, Ontario M5K 1K2

1.800.667.9380

execedinfo@schulich.yorku.ca

execed.schulich.yorku.ca



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