A report titled Lifelong Learning and Labor Market Needs (Evollution, 2012) highlights the critical need for ongoing learning to become a part of the workforce culture in today’s society. In a report by the Austin Powers Group (in Kansas City), it was noted:

“Particularly lacking, even among some individuals who have the necessary technical skills, are soft skills. Many individual today lack analytical skill, critical thinking skills, creativity and presentation skills. They don’t plan well, don’t work well on projects, don’t work well in small teams, and don’t communicate effectively orally or in writing.” (p33)

Recognizing the needs of adult learners, the Adult and Continuing Education at Kansas State University Olathe Campus is announcing the launch of a 15-credit hour Graduate Certificate in Leadership Dynamics for Adult Learners.

This Graduate Certificate emphasizes relationship skills, leadership, and communication based on adult-learning theories and principles and can be used to strengthen both personal and professional skills. This program will assist any working professional seeking to expand their skills in the areas of organizational leadership, interpersonal interactions, and multicultural and global perspectives. Heavy emphasis will be placed on the learner’s practical application to a specific work setting.

Course Delivery
Courses are delivered in an 8-week timeframe. This design allows students to complete two courses each Fall and Spring semester, while only concentrating on one course at a time. Summer terms are 7 weeks, but may overlap if students pursue two courses simultaneously.

Length of the Program
If students take only one certificate course during each 8-week term, they can reasonably finish the graduate certificate in 12-18 months. The Graduate Certificate may also be taken in conjunction with the Master of Adult and Continuing Education or other degree.
Course Descriptions

**EDACE 832 Interpersonal and Intrapersonal Dynamics for Adults** (3 credit hours)
This course examines various psychological and sociological factors that impact leadership. Through examining topics like motivation, communication and presentations styles, cognitive processing, learning styles and conflict management, students gain a deeper understanding of how these factors affect their personal leadership style and impact the adults they are leading.

**EDACE 835 Developing Teams and Leaders** (3 credit hours)
This course focuses on leadership theories and adult education theories. It will show how these theories and ideas can serve as practical tools to analyze and manage teams and leader development. Students will critically analyze their own leadership styles and skills, research leadership and ethical behavior.

**EDACE 836 Group Dynamics of Adult Learners** (3 credit hours)
The course focuses on group behavior and group processes in organizations. Ways individual and leader characteristics impact group processes will be addressed. In addition, behavior and productivity will be examined. Finally, the structure, management, and facilitation of groups to achieve organizational objectives, accomplish group tasks, and fulfill individual members’ needs will be addressed.

**EDACE 837 Quality Programs and Staff Management** (3 credit hours)
This course focuses on leadership management skills critical to building and maintaining quality programs and organizations. Students will identify their leadership and management skills and strengths, investigate effective coaching and mentoring models, and learn how to solve problems, delegate responsibility, and manage change. Conflict management, dealing with problem employees, and basic legal issues will be addressed.

**EDACE 839 Experiential Learning and Leadership Dynamics** (3 credit hours)
This course will be experientially based. Students will apply the theories and principles learned throughout the leadership dynamics program to a professional problem/setting. Students will present their experiences to a panel of academic and professional practitioners. (Pre-requisites: EDACE 832, 835, 836, & 837.)

**Certificate Program Courses**
The following 15-Credit hours are required to complete the Leadership Dynamics for Adult Learners Graduate Certificate.

- **EDACE 832 Interpersonal and Intrapersonal Dynamics** (3 credit hours)
- **EDACE 835 Developing Teams and Leaders** (3 credit hours)
- **EDACE 836 Group Dynamics of Adult Learners** (3 credit hours)
- **EDACE 837 Quality Programs of Staff Management** (3 credit hours)
- **EDACE 839 Experiential Learning and Leadership Dynamics** (3 credit hours) or course equivalent approved by program coordinators.

The first four courses may be completed in any order. EDACE 839 Experiential Learning and Leadership Dynamics must be the last course in sequence. Courses are offered on a rotation basis.

Credits from this certificate can also be applied toward a masters or doctoral degree in Adult and Continuing Education at K-State. If students desire to complete a full degree, these 15 credit hours will fulfill the elective requirements for the masters degree.

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