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# SYLLABUS FOR CERTIFIED LEADERSHIP AND MANAGEMENT PROFESSIONAL (CLMP)®

Offered by: Global Institute for Leadership, Human Resources, and Project Excellence (AGILE-HRP)®

# PROGRAM DESCRIPTION

The **Certified Leadership and Management Professional (CLMP)®** is a globally recognized certification program designed to equip aspiring and experienced professionals with cutting-edge leadership, strategic decision-making, and organizational management skills. This program is aligned with industry best practices and global standards, empowering participants to excel in leadership roles across government, private sector, nonprofit, and academic institutions.

This certification provides professionals with practical tools to lead high-performing teams, manage change effectively, implement strategic initiatives, and drive innovation across departments. The program blends theory with real-world applications and evaluates the participant's ability to demonstrate competencies through scenario-based testing and project-based learning.

## CERTIFIED LEADERSHIP AND MANAGEMENT PROFESSIONAL (CLMP)®

**Offered by:** Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP®)

**Certification Level:** Intermediate to Advanced

**Delivery Format:** Online / Hybrid / In-Person

**Accreditation:** AGILE-HRP® Certified | Recognized across public, private, and non-profit sectors globally





# CERTIFICATION TESTING OUTCOMES

The CLMP® certification tests for real-world skills and competencies, including:

- Critical thinking and strategic planning
- Adaptive and transformational leadership
- Organizational change management
- Team motivation and performance management
- Data-informed decision making
- Conflict resolution and negotiation
- Ethical and inclusive leadership practices

Candidates must demonstrate their ability to apply knowledge to real-world situations, ensuring they are job-ready for dynamic, leadership-driven roles.

## COURSE LEARNING OUTCOMES

Upon completion, candidates will be able to:

1. Demonstrate core leadership and management skills aligned with global standards.
2. Apply transformational and situational leadership models in real-world contexts.
3. Design and implement strategic plans for organizational improvement.
4. Lead diverse teams and cultivate inclusive, high-performance cultures.
5. Assess business environments using decision-making frameworks and KPIs.
6. Manage organizational change, risks, and stakeholder communications effectively.
7. Communicate with influence and lead through ethical dilemmas and ambiguity.



# MODULES AND SUBMODULES

## **Module 1: Foundations of Leadership and Management**

- 1.1 Evolution of Leadership Theories
- 1.2 Management vs. Leadership
- 1.3 Traits and Styles of Effective Leaders

## **Module 2: Strategic Leadership and Organizational Design**

- 2.1 Vision, Mission, and Strategic Alignment
- 2.2 Organizational Structures and Cultures
- 2.3 Strategic Planning Frameworks (SWOT, PESTLE)

## **Module 3: Leading People and Teams**

- 3.1 Emotional Intelligence and Empathy in Leadership
- 3.2 Team Dynamics and High-Performance Teams
- 3.3 Diversity, Equity, and Inclusion

## **Module 4: Communication and Stakeholder Engagement**

- 4.1 Executive Communication and Public Speaking
- 4.2 Internal and External Stakeholder Management
- 4.3 Conflict Resolution and Negotiation Techniques

## **Module 5: Change and Transformation Management**

- 5.1 Leading Organizational Change
- 5.2 Change Management Models (Kotter, ADKAR)
- 5.3 Managing Resistance to Change

## **Module 6: Performance and Talent Management**

- 6.1 Goal Setting and KPIs
- 6.2 Coaching and Mentorship
- 6.3 Talent Retention and Employee Engagement

## **Module 7: Ethical Leadership and Corporate Governance**

- 7.1 Ethics in Decision Making
- 7.2 Risk Management and Corporate Governance
- 7.3 Social Responsibility and Sustainability

## **Module 8: Project and Operational Leadership**

- 8.1 Project Leadership and Agile Methodologies
- 8.2 Operations Management and Continuous Improvement
- 8.3 Resource Allocation and Budgeting

## **Module 9: Innovation and Digital Leadership**

- 9.1 Leading Innovation and Disruption
- 9.2 Digital Transformation Strategies
- 9.3 Technology Leadership (AI, RPA, Data-Driven Decisions)

## **Module 10: Global Leadership and Future of Work**

- 10.1 Leading in Multinational Environments
- 10.2 Remote Teams and Hybrid Leadership
- 10.3 Future Workforce Trends and Leadership Challenges

# **TARGET AUDIENCE**

- Mid-to-senior level managers
- Team leads and supervisors
- Project managers
- Entrepreneurs and startup founders
- Professionals transitioning into leadership roles
- HR and talent development professionals

# **EMPLOYMENT OUTLOOK**

According to the U.S. Bureau of Labor Statistics, the employment of management professionals is projected to grow 8% from 2021 to 2031, faster than the average for all occupations, adding over 883,900 new jobs. The median annual wage for management occupations was \$107,360 in May 2023. Demand is especially strong for leaders with change management, strategic planning, and people development expertise.





# CAREER PATHS

- General Manager
- Director of Operations
- Team Leader / Supervisor
- Chief of Staff
- Project Director
- Organizational Development Manager
- Talent Strategy Lead
- Change Management Consultant

# EXAM DETAILS

- Format: 100 Multiple Choice Questions
- Duration: 90 minutes
- Passing Score: 70%
- Retake Policy: One retake allowed within 3 months of the first attempt
- Mode: Online or In-Person (Proctored)

# CERTIFICATION, ACCREDITATION AND RECOGNITION

The CLMP® certification is:

- Accredited by AGILE-HRP® and endorsed by leading institutions and government agencies.
- Recognized across private and public sectors globally.
- Designed in alignment with ANSI, ISO 30414 (HR Metrics), and global leadership frameworks.
- Trusted by industry experts, project directors, HR leaders, and senior executives.



# CERTIFICATION DELIVERABLES

Upon successful completion, participants receive:

- CLMP® Digital and Printable Certificate
- Official AGILE-HRP® Digital Badge
- Listing in the Global Certified Professionals Directory
- Access to exclusive AGILE-HRP® leadership development webinars and toolkits

## WHO SHOULD ENROLL?

- Mid- to Senior-Level Managers
- Department Heads and Project Leaders
- HR and People Managers
- Aspiring Executives and Consultants
- Professionals seeking career advancement in leadership roles

## CAREER PATHS AND EMPLOYMENT OUTLOOK

Holders of the CLMP® certification are well-positioned for roles such as:

- Director of Operations
- Leadership Development Consultant
- Program Manager
- VP of Human Capital or Talent
- Executive Coach

According to the **U.S. Bureau of Labor Statistics (2024)**:

- Employment of management occupations is projected to grow **6% from 2022 to 2032**, faster than the average for all occupations.
- Median annual wage for management occupations: **\$107,360**
- Leadership roles in digital transformation, human capital, and operational excellence are among the top 10 most in-demand roles globally.



# PROGRAM FORMAT AND DURATION

- **Mode:** Self-paced Online / Live Virtual / In-Person Workshop
- **Language:** English

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For more information, visit [www.agilehrp.org](http://www.agilehrp.org) or email us at [info@agilehrp.org](mailto:info@agilehrp.org).

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**Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®**

Empowering Global Professionals with Leadership Excellence

## NEED ASSISTANCE?

For queries or certification support:

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