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## SYLLABUS FOR CERTIFIED TRANSFORMATIONAL LEADERSHIP EXPERT (CTLE)®

**Offered by:** Global Institute for Leadership, Human Resources and Project Excellence (AGILE-HRP)®  
**Certification Level:** Advanced Leadership Credential | **Delivery Format:** Online | Hybrid | In-Person  
**Accreditation:** AGILE-HRP® Certified | Recognized across Public, Private, and Nonprofit Sectors Globally

# PROGRAM DESCRIPTION

The **Certified Transformational Leadership Expert (CTLE)®** certification is a globally recognized credential designed for mid- to senior-level professionals seeking to lead organizational transformation through vision, innovation, change, and strategic culture development. This program prepares leaders to go beyond transactional management by inspiring teams, influencing culture, and driving sustainable innovation during periods of growth, disruption, or crisis. CTLE® empowers professionals to become architects of change and visionaries of leadership excellence.

## CERTIFICATION TESTING OUTCOMES:

This certification tests for high-level **skills and competencies** in:

- Visionary leadership and change facilitation
- Culture shaping and organizational renewal
- Emotional intelligence and adaptive leadership
- Innovation leadership and design thinking
- Strategic communication and engagement
- Leading through crises and transformation
- Coaching, mentoring, and legacy leadership





# COURSE LEARNING OUTCOMES:

By the end of this course, participants will be able to:

1. Demonstrate the ability to lead and sustain transformational initiatives across teams and organizations.
2. Apply emotional intelligence (EQ) and self-awareness to improve leadership outcomes.
3. Integrate innovation and change frameworks to navigate disruption and resistance.
4. Shape culture and align teams through vision-driven communication and trust.
5. Use strategic thinking to identify and respond to organizational transformation opportunities.
6. Apply coaching and mentoring frameworks to develop future leaders and drive engagement.
7. Evaluate the ethical dimensions of transformational decisions and legacy impact.

## TARGET AUDIENCE

- Mid-level and Senior Managers
- Directors and Business Unit Heads
- HR and Organizational Development Professionals
- Change Agents and Internal Consultants
- Team Leaders transitioning to Executive Roles
- Nonprofit and NGO Leadership Professionals
- Government and Policy Change Leaders



## EMPLOYMENT OUTLOOK:

According to the U.S. Bureau of Labor Statistics (BLS, 2024), the employment of top managers and organizational leaders is projected to grow by 6% from 2022 to 2032, with over 350,000 new positions expected. Roles focused on change management, innovation leadership, and digital transformation are particularly in demand. Median annual wages for professionals in leadership roles exceed \$120,000, with higher salaries in strategic or transformation roles.

## CAREER PATHS

- Chief Transformation Officer (CTO)
- Organizational Change Consultant
- Director of Strategy & Innovation
- VP of Culture and Engagement
- Executive Leadership Coach
- Director of Leadership Development
- Program Manager for Strategic Initiatives



# MODULES AND SUBMODULES

## **Module 1: Foundations of Transformational Leadership**

- 1.1 Transformational vs. Transactional Leadership
- 1.2 Characteristics of Transformational Leaders
- 1.3 Leadership Styles and Behavioral Models

## **Module 2: Visionary Thinking and Strategic Direction**

- 2.1 Crafting and Communicating a Vision
- 2.2 Aligning Vision with Organizational Strategy
- 2.3 Strategic Leadership Tools and Execution

## **Module 3: Emotional Intelligence in Leadership**

- 3.1 Self-Awareness and Self-Regulation
- 3.2 Social Awareness and Relationship Management
- 3.3 Developing High EQ Teams

## **Module 4: Change Management and Culture Transformation**

- 4.1 Leading Organizational Change
- 4.2 Culture Design and Renewal
- 4.3 Overcoming Resistance and Building Alignment

## **Module 5: Leading Innovation and Disruption**

- 5.1 Design Thinking for Innovation
- 5.2 Agile Leadership and Rapid Response
- 5.3 Innovation Ecosystems and Mindsets

## **Module 6: Communication and Influence Strategies**

- 6.1 Strategic Storytelling and Authentic Messaging
- 6.2 Influence and Persuasion Techniques
- 6.3 Engaging Stakeholders and Driving Buy-in

## **Module 7: Coaching and Mentorship in Leadership**

- 7.1 Leadership Coaching Models
- 7.2 Mentoring Emerging Leaders
- 7.3 Creating a Leadership Legacy

## **Module 8: Crisis Leadership and Adaptive Strategy**

- 8.1 Leading Through Chaos and Uncertainty
- 8.2 Resilience and Crisis Response Planning
- 8.3 Adaptive Thinking in High-Stakes Environments

## **Module 9: Ethics, Trust, and Purpose in Leadership**

- 9.1 Building Ethical Decision-Making Models
- 9.2 Trust-Building Practices in Leadership
- 9.3 Purpose-Driven Leadership and ESG

## Module 10: Capstone Project and Leadership Simulation

10.1 Executive Leadership Case Study

10.2 Transformational Leadership Plan Presentation

10.3 Peer Feedback and Reflective Analysis

## CERTIFICATION EXAM DETAILS

- **Exam Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake allowed within 3 months
- **Delivery:** Online (Remote Proctored) or In-Person

## ACCREDITATION AND RECOGNITION

The **CTLE®** is recognized globally by public and private organizations, and aligned with ISO 21001:2018 educational standards. It is suitable for talent development, executive training, and strategic leadership initiatives in business, government, education, and nonprofit sectors. The certification meets global demands for adaptive and visionary leaders in an era of complexity and transformation.

## CERTIFICATION DELIVERABLES

- Digital and Print Certificate (CTLE® Credential)
- Verifiable Digital Badge (LinkedIn & Resume Compatible)
- Transformational Leadership Toolkit
- One-Year AGILE-HRP® Professional Membership
- Global Leader Registry Inclusion
- Continuing Education Credits (CEUs)
- Access to Webinars and Leadership Forums

## NEED ASSISTANCE?

For queries or certification support:

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