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SYLLABUS FOR CHARTERED ORGANIZATIONAL LEADERSHIP CONSULTANT (COLC)®

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

Delivery Mode: Online | Hybrid | In-Person

Accreditation: AGILE-HRP® Accredited | Recognized Globally across Corporate, Public, and NGO Sectors

PROGRAM DESCRIPTION

The **Chartered Organizational Leadership Consultant (COLC)®** is an advanced professional certification designed for individuals seeking to consult, advise, and lead organizations in matters of structure, culture, performance, and transformation. The COLC® program prepares professionals to become expert consultants who advise executives, boards, and change leaders on aligning organizational systems, leadership strategies, and people development frameworks for measurable success.

This credential validates the ability to apply proven methodologies in diagnosing organizational problems, designing interventions, facilitating change, and aligning leadership practices with long-term strategic goals.

CERTIFICATION TESTING OUTCOMES:

Participants will be evaluated on their ability to:

- Diagnose leadership, performance, and cultural issues within organizations
- Design strategic interventions using OD and consulting frameworks
- Facilitate executive leadership development and succession planning
- Align organizational structure and governance to strategic priorities
- Apply ethical and data-informed leadership consulting principles
- Advise C-suite executives and lead transformational initiatives



COURSE LEARNING OUTCOMES:

Upon successful completion of the COLC® program, candidates will be able to:

1. Demonstrate mastery of organizational diagnostics and leadership development frameworks.
2. Apply consulting strategies to resolve executive leadership, culture, or performance challenges.
3. Facilitate strategic planning and alignment using organizational design models.
4. Advise organizations in leadership pipeline development and succession planning.
5. Use qualitative and quantitative tools to assess culture, engagement, and readiness for change.
6. Lead with integrity, confidentiality, and influence as a leadership consultant.
7. Develop strategic action plans for organizational transformation.

WHO SHOULD ENROLL:

- Organizational Development Consultants
- Leadership Coaches and HR Advisors
- Corporate Trainers and Executive Consultants
- Change Agents and Strategic Planning Officers
- Talent Development Specialists
- CEOs, Directors, and Senior Managers in Transition
- Consultants in Government, NGO, and Educational Sectors



CAREER PATHS AND EMPLOYMENT OUTLOOK:

According to the U.S. Bureau of Labor Statistics (BLS, 2024), the employment for management analysts and consultants is projected to grow by 11% from 2022 to 2032, faster than the average across occupations. As businesses undergo digital transformation, restructuring, and cultural alignment, leadership consulting roles are in increasing demand across all industries.

Average salaries for leadership consultants range **from \$95,000 to \$160,000**, depending on sector and specialization. Roles include:

- Organizational Leadership Consultant
- Chief Strategy or People Officer
- OD and Culture Change Advisor
- Executive Development Consultant
- Senior Partner in Consulting Firms
- Performance & Engagement Consultant



COURSE MODULES AND SUBMODULES:

Module 1: Foundations of Organizational Leadership Consulting

- 1.1 Principles and Scope of Leadership Consulting
- 1.2 Understanding Organizational Dynamics
- 1.3 Consulting vs. Coaching vs. Advisory Roles

Module 2: Organizational Diagnostics and Assessments

- 2.1 Root Cause Analysis in Leadership Issues
- 2.2 Organizational Culture and Climate Assessments
- 2.3 Survey Tools and Qualitative Interviewing

Module 3: Strategic Organizational Design

- 3.1 Structure and Systems Alignment
- 3.2 Role Mapping and Leadership Span
- 3.3 Governance and Decision-Making Models

Module 4: Performance and Leadership Development

- 4.1 Executive Assessment and 360-Degree Feedback
- 4.2 Talent Development Frameworks
- 4.3 Learning Interventions and Succession Planning

Module 5: Change Management and Facilitation

- 5.1 Change Models (Kotter, ADKAR, etc.)
- 5.2 Leading Transformation Projects
- 5.3 Overcoming Resistance and Building Coalitions

Module 6: Organizational Strategy and Alignment

- 6.1 Linking Vision, Strategy, and Execution
- 6.2 Balanced Scorecards and Strategic Metrics
- 6.3 Facilitating Executive Strategy Retreats

Module 7: Ethics and Confidentiality in Consulting

- 7.1 Ethical Dilemmas in Consulting
- 7.2 Contracting and Client Engagement
- 7.3 Confidentiality, Integrity, and Trust

Module 8: Data-Driven Leadership Interventions

- 8.1 Behavioral Data and Predictive Insights
- 8.2 Leveraging People Analytics for Leadership Decisions
- 8.3 Evaluating Consulting ROI

Module 9: Communication and Influence Strategies

- 9.1 Strategic Listening and Facilitation
- 9.2 Presenting to Boards and Executives
- 9.3 Building Influence with Key Stakeholders

Module 10: Capstone Leadership Consulting Project

10.1 Organizational Problem Diagnosis

10.2 Designing and Presenting Intervention Plan

10.3 Peer Review and Strategic Feedback

CERTIFICATION EXAM DETAILS

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

CERTIFICATION ACCREDITATION AND RECOGNITION:

The **COLC®** certification is fully accredited by AGILE-HRP® and recognized by public and private organizations across the globe. It aligns with international leadership and consulting standards including ISO 21001:2018, making it a trusted credential in talent development, executive coaching, and organizational consulting.

CERTIFICATION DELIVERABLES

- Chartered COLC® Certificate (Print & Digital)
- Verifiable Digital Badge for LinkedIn and Resumes
- COLC® Consulting Toolkit and Templates
- One-Year AGILE-HRP® Professional Membership
- Listing in the Global Organizational Consultant Directory
- Access to Leadership Summits and Webinars
- CEUs (Continuing Education Units)

NEED ASSISTANCE?

For queries or certification support:

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