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SYLLABUS FOR CERTIFIED TRANSFORMATIONAL CHANGE & INNOVATION LEADER (CTCIL)®

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

PROGRAM DESCRIPTION

The **Certified Transformational Change & Innovation Leader (CTCIL)**® certification equips leaders with the skills, frameworks, and tools to drive large-scale innovation and manage organizational transformation in dynamic environments. This globally recognized program is designed for professionals leading enterprise change initiatives, digital reinvention efforts, or continuous innovation strategies.

CTCIL® bridges leadership theory with practical methodologies such as design thinking, agile change, innovation frameworks, and adaptive leadership models. Participants learn to lead transformation holistically—aligning people, culture, process, and technology toward innovative and sustainable change outcomes.

COURSE LEARNING OUTCOMES

By the end of the program, certified professionals will be able to:

1. Lead and manage transformational change initiatives across business functions.
2. Apply innovation models such as design thinking, lean startup, and agile transformation.
3. Develop strategic change roadmaps and communication strategies.
4. Foster a culture of innovation, inclusion, and adaptive leadership.
5. Manage resistance, stakeholder engagement, and behavioral change effectively.
6. Align organizational structures, talent, and metrics with transformational goals.
7. Implement innovation pipelines that deliver measurable value and market agility.



TARGET AUDIENCE

- Change Management Professionals
- Innovation Officers and Directors
- Organizational Development Consultants
- HR and L&D Leaders
- Project and Program Managers
- Business Transformation Executives
- Public Sector and NGO Change Agents

EMPLOYMENT OUTLOOK (U.S. BUREAU OF LABOR STATISTICS):

According to the U.S. Bureau of Labor Statistics, management analysts, change professionals, and innovation leaders are projected to grow by 14% between 2022 and 2032, faster than the average for all occupations. Organizations across industries are seeking transformational leaders who can guide innovation and lead through uncertainty. Average salaries for transformational change leaders range from \$105,000 to \$165,000, depending on industry, region, and scope of responsibility.

CAREER PATHS FOR CTCIL® HOLDERS:

- Chief Transformation Officer
- Director of Innovation and Change
- Organizational Change Manager
- Business Process Innovation Consultant
- Strategic Change Partner
- Innovation Program Manager
- Public Policy and Sector Reform Leader



MODULES AND SUBMODULES

Module 1: Foundations of Transformational Leadership

- 1.1 Understanding Transformation vs. Change
- 1.2 Principles of Transformational Leadership
- 1.3 Leadership Mindsets for Innovation

Module 2: Change Management Frameworks

- 2.1 Kotter's 8-Step Change Model
- 2.2 Prosci ADKAR and Bridges Transition Models
- 2.3 Agile and Iterative Change Approaches

Module 3: Innovation and Creative Disruption

- 3.1 Types of Innovation: Incremental, Radical, Disruptive
- 3.2 Building Innovation Pipelines and Ecosystems
- 3.3 Innovation Metrics and ROI

Module 4: Strategy and Organizational Alignment

- 4.1 Developing the Case for Change
- 4.2 Aligning Mission, Vision, Values with Change Initiatives
- 4.3 Cross-Functional Transformation Planning

Module 5: Design Thinking and User-Centered Change

- 5.1 Empathy Mapping and Journey Analysis
- 5.2 Ideation and Rapid Prototyping
- 5.3 Scaling Human-Centered Solutions

Module 6: Leading People Through Change

- 6.1 Emotional Intelligence and Empathy in Change
- 6.2 Coaching, Mentoring, and Influencing Skills
- 6.3 Navigating Resistance and Change Fatigue

Module 7: Culture, Inclusion, and Engagement

- 7.1 Building a Culture of Innovation
- 7.2 Inclusive Leadership and Psychological Safety
- 7.3 Engaging Employees in Transformation

Module 8: Communication, Branding, and Change Narratives

- 8.1 Crafting the Change Story
- 8.2 Multi-Channel Change Communication
- 8.3 Building Trust Through Transparency

Module 9: Technology, Data & Innovation Enablers

- 9.1 Leveraging Digital Tools and Platforms
- 9.2 Data-Driven Change Decisions
- 9.3 AI, Automation, and the Future of Work

Module 10: Capstone Lab and Innovation Challenge

- 10.1 Organizational Change Simulation
- 10.2 Innovation Business Case Presentation
- 10.3 Peer Review and Leadership Reflection

CERTIFICATION EXAM DETAILS

- **Exam Format:** 100 Multiple Choice Questions
- **Duration:** 90 Minutes
- **Passing Score:** 70%
- **Retake Policy:** One retake allowed within 3 months
- **Delivery Mode:** Online, proctored via secure platform

CERTIFICATION TESTING OUTCOMES

The CTCIL® exam is designed to validate real-world skills and competencies in:

- Designing and leading enterprise change initiatives
- Implementing innovation models and strategies
- Aligning talent, leadership, and processes with transformation goals
- Measuring change effectiveness and managing risk
- Communicating and driving change across stakeholders



ACCREDITATION AND RECOGNITION

CTCIL® is conferred by **AGILE-HRP®**, a globally recognized authority in professional certification and workforce development. The credential is respected across private industry, public sector agencies, and academic institutions. It aligns with ISO 56000 innovation management standards, ACMP guidelines, and global competencies in strategic leadership and innovation.

CERTIFICATION DELIVERABLES

- **Official Digital Certificate** – Chartered Transformational Change & Innovation Leader (CTCIL)®
- **Digital Credential Badge** for LinkedIn and Resume
- **Innovation Strategy Toolkit** (Templates, Roadmaps, Communication Plans)
- **Credential Transcript with Certification ID**
- **Access to AGILE-HRP® Global Leadership Community**
- **Invitations to Annual Innovation and Change Summits**

PROGRAM FORMAT

- **Duration:** As Needed (Self-paced or Mentor-Guided)
- **Delivery Mode:** 100% Online with Interactive Learning Labs
- **Learning Tools:** Case Studies, Expert Videos, Templates, Simulation Labs
- **Credits Awarded:** 30 Continuing Education Units (CEUs)

ELIGIBILITY REQUIREMENTS

- Bachelor's degree or equivalent experience
- OR Minimum of 2 years in leadership, HR, project management, or change roles
- Strong interest in strategic innovation and organizational transformation

NEED ASSISTANCE?

For queries or certification support:

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