

CE Information for Certificate Series in High Impact Leadership & Management

CSSW's Certificate Series in High Impact Leadership & Management offers participants the opportunity to earn a Certificate of Participation by completing one, two, or all three of the following short, non-credit courses:

- Transformational Leadership: Purpose, Cultural Competence and Foundational Skills for Tomorrow
- Communicating Effectively as a Leader or Manager: Practical Strategies and Skills for Everyday Success
- Knowing and Using Yourself Effectively as a Leader

Each course comprises seven weekly one-hour live-online sessions.

7 live-online contact hours will be provided to NYS, NJ, and CT social workers for successful completion of each course in the certificate program*. Successful completion of a course is defined as:

1. Earning your Certificate in High Impact Leadership & Management
2. Attending all 7 out of 7 course sessions in full, according to NYSED regulations*
 - a. Being signed in for a minimum of 50 consecutive minutes per session.
 - i. Late arrivals and early departures cannot exceed 10 minutes total.
 - ii. Being present for less than 50 minutes will prevent you from earning your CE certificate.
3. Completing the evaluation and the certificate form Completing the Qualtrics post-evaluation and certificate form, which will be sent to CE-eligible participants after the 7th session

Learning Objectives

Course 1: Transformational Leadership: Purpose, Cultural Competence and Foundational Skills for Tomorrow

1. Define and communicate a clear leadership purpose that guides decision-making and inspires others.
2. Harness inclusive practices to bring out the best in diverse teams across cultures and contexts.
3. Lead organizational change with confidence, applying practical frameworks to manage complexity and resistance.
4. Build team environments that are psychologically safe, collaborative, and high-performing.
5. Apply ethical, future-focused leadership strategies to create agile, inclusive, and sustainable organizations.

Course 2: Communicating Effectively as a Leader or Manager: Practical Strategies and Skills for Everyday Success

1. Define the fundamental purpose and function of Motivational Interviewing (MI) principles in an organizational setting.
2. Practice a collaborative, person-centered communication style with peers, colleagues, and

instructors, among other interpersonal interactions.

3. Apply an MI skillset to communicate effectively in nonprofit and for-profit organizational leadership and management.

Course 3: Knowing and Using Yourself Effectively as a Leader

1. Identify their leadership identity(s), style(s), and values as well as how to best use them for greater impact.
2. Understand how emotional intelligence and mindfulness enable self-regulation during leadership challenges.
3. Develop skills to navigate through ambiguous and tension more effectively.
4. Articulate their leadership narrative, personal brand, and development plan.

CE & Accreditation Statement:

7 live online contact hours will be awarded to NYS-, NJ-, and CT-licensed social workers. Licensed social workers from other states must first confirm with their respective state licensing board. Columbia University School of Social Work is a CSWE accredited institution, and as such, many states accept our CE hours.

CSSW is recognized by the New York State Education Department's State Board for Social Work as an approved provider of continuing education for licensed social workers. Provider #SW-0021

** Please note that the NYSED Social Work Board requires full attendance for CEs to be awarded and for providers to maintain clear documentation of attendance. NYSED mandates that 1 CE contact hour consists of at least 50 minutes of continuous learning, with no more than a 10-minute break (or late start/early dismissal). Partial credit for partial attendance is not permitted under state guidelines.*

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