UNLV | LIFELONG LEARNING

UNLV Lifelong Learning – Management Excellence Program

Current as of 6, November 2026

Program Overview

The Management Excellence Certificate equips mid-level managers with the tools to lead people, projects, and strategy effectively. The program blends operational management, team leadership, and decision-making to drive results across industry.

Target Audience

Mid-Level Managers: This is the core audience. These are individuals who have operational responsibilities and manage teams and/or projects, but who need a more structured, strategic, and data-informed approach to their work. They are the ones currently balancing performance, development, people management, and operations with strategic alignment.

High-Potential Employees/Supervisors: Individuals who are being groomed for a mid-level management position and need to acquire the necessary skills in leadership, strategic thinking, project management, and decision-making before promotion.

Key Focus Areas

Strategic Alignment: Translating organizational vision and broad goals into measurable team objectives (OKRs/KPIs).

Structured Decision-Making: Using frameworks to make, justify, and document managerial choices.

Performance & Conflict Coaching: Mastering objective, behavior-based coaching and neutral conflict resolution.

Operational & Project Execution: Designing efficient workflows and applying project management methodology (WBS, schedules, metrics).

Inclusive Cross-Functional Leadership: Building diverse, equitable teams and leading complex, multi-departmental projects.

Program Goals

- Synthesize and Formulate: Graduates will be able to synthesize core leadership, ethical, and interpersonal principles to formulate adaptive supervisory strategies that cultivate a positive, accountable, and high-trust team culture.

- Design and Implement: Graduates will be able to design and implement structured operational processes, utilizing critical thinking and problem-solving methodologies, to enhance productivity and align team resource allocation with strategic organizational objectives.
- Evaluate and Lead: Graduates will be able to evaluate complex workplace conflicts and periods of organizational uncertainty to lead teams effectively through change, employing advanced communication and conflict resolution techniques to ensure sustained performance and development.

Program Design

The Management Excellence Certificate consists of three microcredentials, comprising eight core classes in total.

Managing People & Operations (CPBUND2D)

- Foundations of Management (CP6240, CP6241, CP6242)
- Performance, Engagement, and Development (CP6223)
- Decision Making (CP6246)

Strategy & Projects

- Project Management Tools (CP6207)
- Strategic Planning (CP6212)
- People Analytics (CP6206)

Inclusive Leadership & Change

- Inclusive Leadership Practices (CP6208)
- Leading Cross-Functional Teams (CP6209)