



ESTDEV

From the people of Estonia

Estonian
Business
School
Tallinn, Estonia



Certificate

Estonian Business School certifies that

Kateryna Antoniuk

Date of birth: 04.11.1982

has passed a microdegree program that Estonian Business School has developed with the support of Estonian Development Agency:

MAN7001: Leading Organizational Change in an Unpredictable Environment

Lecturers: Prof. Meelis Kitsing, Dr. Maryna Averkyna, Jari Kukkonen, Lauri Tabur, Andreas Veispak, Dr. Aleksandra Kekkonen, Prof. Markus Pudelko, Ravi Shankar Chaturvedi, Dr. Eric Hittinger, Jüri Pajuste, Raul Rikk, Dr. Scott Levy, Sandra Särav, Paul Spörl, Pepe Aaviksoo, Marko Mihkelson, Tea Danilov

Period: 01.07.2023 – 31.01.2024

Volume: 15 ECTS (310 ac/h independent work, 80 ac/h class and online meetings)

Course description

This microdegree programme will increase learners' knowledge about change management and assist them in developing a specific hands-on approach for handling concrete organizational challenges stemming from extraordinary circumstances. It will do so by demonstrating how to implement changes for development of concrete organizational and business models in the areas of digitalization and sustainability. As special themes learners will focus on change management during the military conflict as well as managing change in both public and private sector organizations in the context of potential EU membership

Learning outcomes

Upon completion of the microdegree the participant has:

1. Deeper understanding of multifaceted nature leading organizational change and that of change management.
2. Ability to differentiate priorities in leading organizational change in diverse external environments.
3. Capability to understand on specific change management challenges in digital and sustainable organizational transformation.
4. Developed skills for managing organizational change in complex environment.
5. Increasing capacity for developing and implementing change management in organizations

Tallinn
March 13, 2024

Prof Meelis Kitsing
Rector



Certificate no 2024/2-29/65