

Certificate

Estonian Business School certifies that

Viktoriiia Nekhai

Date of birth: 24.02.1963

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

Leading Organizational Change in Turbulent Times

Lecturers: Prof Meelis Kitsing, Jari Kukkonen, Lauri Tabur, Dr Ostap Salovskyi, Andreas Veispak, Dr Maryna Averkyna

Period: 19.09.2023 – 08.12.2023

Volume: 30 academic hours

Course description

The short course 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 model. 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 short course the participant has:

1. Deeper understanding of multifaceted nature of change management.
2. Ability to differentiate priorities in change management in diverse external environments.
3. Increasing capacity for developing and implementing change management in organizations.

Tallinn
December 13, 2023



Prof Meelis Kitsing
Rector



Certificate no 2023/2-29/191