

Certificate

Estonian Business School certifies that

Olena Lytvyn

Date of birth: 01.04.1978

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

Leading Organizational Change in the Conditions of War

Lecturers: Prof. Meelis Kitsing, Jari Kukkonen, Dr. Aleksandra Kekkonen, Maive Rute, Fredrik Erixon, André Küüsvek, Dr Laura Hosman, Bruce Baikie, Herty Tammo, Dr Shahab Anbarjafari, Tea Danilov, Jüri Seilenthal, Kalev Kallemets, Indrek Seppo, Rasmus Udde, Liisa Gross, Ellen Elvira Tulvik, Sandra Reivik

Period: 01.07.2024 – 31.01.2025

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

Course description

The goal of microdegree is to increase learners' knowledge about change management and demonstrate how to implement changes for digitalization and green transformation as well as in the unpredictable circumstances - as in the conditions of war. The microdegree will assist learners 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 conflict as well as managing change in both public and private sector organizations.

Learning outcomes

Upon completion of the microdegree 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. 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 26, 2025

Prof Meelis Kitsing
Rector



Certificate no 2025/2-29/227

SA Estonian Business School (registry no 90013934,
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