



PROGRAM SCHEDULE FOR
Graduate Certificate in People and Culture PECUL-CERT
Spring 2026 INTAKE Y2526P-CA1B
 April 20,2026 - November 4, 2026

Drafted on January 16, 2025

Program schedules, including start and end dates, are subject to change

| Non-credit Required Activities | | | | | | | | |
|-------------------------------------|--------|---|-------------|-------------------------|-----------------------|-------------------|---------|----------------------|
| Activity | | Description | Grade Scale | Start Date (mm/dd/yyyy) | End Date (mm/dd/yyyy) | Delivery Mode | # weeks | |
| ITAI | | Introduction to Academic Integrity | P/F | 04/20/2026 | 05/03/2026 | Online | 2 | |
| Course | Credit | Course Title | Grade Scale | Start Date (mm/dd/yyyy) | End Date (mm/dd/yyyy) | Delivery Mode | # weeks | Required or Elective |
| Residency One | | | | | | | | |
| HRMN500 | - | Effective Strategies for Leading People and Culture | 4.33 | 04/20/2026 | 05/03/2026 | Online | 2 | Required |
| | | | | 05/04/2026 | 05/08/2026 | On-Campus | 1 | |
| | | | | 05/11/2026 | 05/17/2026 | Online | 1 | |
| Distance One | | | | | | | | |
| HRMN500 | - | Effective Strategies for Leading People and Culture | 4.33 | 05/25/2026 | 08/02/2026 | Online | 10 | Required |
| HRMN540 | 3 | Leading Organizational Change | 4.33 | 05/25/2026 | 08/02/2026 | Online | 10 | Required |
| Distance Two | | | | | | | | |
| HRMN500 | - | Effective Strategies for Leading People and Culture | 4.33 | 08/10/2026 | 10/25/2026 | Online | 11 | Required |
| LEAD650 | 3 | Coaching for Leadership | 4.33 | 08/10/2026 | 10/25/2026 | Online | 11 | Required |
| Residency Two | | | | | | | | |
| HRMN500 | 3 | Effective Strategies for Leading People and Culture | 4.33 | 11/02/2026 | 11/04/2026 | Virtual Residency | 0.5 | Required |
| Total Number of Program Credits - 9 | | | | | | | | |

Definition Key:

Delivery Mode (way in which the course is delivered to the student):

Blended indicates that some components of the course are online and some are on campus or on location.

On-Campus, also known as Face to Face, indicates that this portion of the course is taught on site at Royal Roads University.

Online, also known as Distance Learning, indicates that this portion of the course is taken over the Internet.

On Location indicates that this portion of the course is taught off campus at another location and applies to internship courses.

Independent Study indicates that this is a self-directed course (excluding graduate level research papers, major projects, theses and dissertations).

Independent Research indicates that this is a graduate level research paper, major project, thesis or dissertation.

Residency vs Distance Row Headers:

Virtual Residency - indicates course will be delivered in a virtual synchronous timing via online platform.

Residency indicates courses or a period of time during which students are on site receiving instruction in person at Royal Roads University or at a partner institution. When followed by One, Two, Three or Four, indicates whether it is the first, second, third or fourth residency period.

Pre-Res, or Pre-Residency, indicates courses that are being offered prior to the student attending Residency.

Distance indicates courses or a period of time during which students take their courses online (aka Distance Learning). When followed by One, Two, Three or Four, indicates whether it is the first, second, third or fourth Distance Learning period.