

ORGANIZATIONAL DEVELOPMENT (OD)

OD-600 Organizational Behavior (3 credits)

OD-611 Adult Learning & Assmnt in Workplace Comp (3 credits)

OD-647 Adult Learning & Workplace Competency (3 credits)

Work settings inevitably and necessarily comprise adult learners who are developing both work and life skills within the context of the workplace. They bring with them experiences that contain cognitive, emotional, and motivational challenges and strategies. They come with particular, preferred learning styles that affect everything from training for new technology to successfully negotiating team processes. In this course, students consider these adult learner needs and abilities as they explore the connections between theories of adult learning, workplace competencies, and resources for supporting adult learning in workplace settings. Learners in this course participate in an overview of adult learning theory and its roots in education, psychology, and organizational behavior and explore the theoretical roots of adult learning practices in the workplace.

OD-651 Inquiry and Statistics (3 credits)

OD-657 Facilitating Organizational Change (3 credits)

Students draw upon a range of disciplines to understand approaches to managing and facilitating change in organizations. They are introduced to a number of diagnostic models and theories of organizational development and use these to identify organizational problems/opportunities and to learn varied techniques and processes for facilitating organizational growth and improvement.

OD-667 Managing the Consulting Process (3 credits)

Managing the Consulting Process enables students to function responsibly as beginning consultants or midlevel practitioners depending on each student's experience as they learn to apply consulting skills and strategies to their own professional context. Course content focuses on current consulting theory and practice to develop a solution focused approach to intervening in organizations that are experiencing difficulty. Students will work with client organizations in the community, dealing with real consulting situations, forming a consulting company in the classroom. Collaboration and case consultation will be emphasized. Past students will serve as mentors. Students will learn strategies for building effective relationships and diagnosing, designing, implementing, and evaluating appropriate organizational interventions.

OD-677 Group & Team Facilitation (3 credits)

Offered Fall Term only. Collaborative management for the work team culture is a fundamental aspect of developing organizations. In this course, students learn strategies to effectively build and lead high-performance work groups and teams. Learners examine the use of diagnostic and intervention techniques to focus on inter-team and group relations. They learn how to design strategies to assess and diagnose individual and team effectiveness, build trust within teams, and guide team interventions. They also learn techniques for coaching and mentoring teams and team members.

OD-678 Evaluation Process/Instructional Design (3 credits)

Focusing on evaluation as a key component in various stages of the instructional-design process, students examine a range of evaluation methods, techniques, devices, and strategies. They select appropriate evaluations for determining the degree of value and success of specific instructional design programs and products. They evaluate the quality of needs assessment, short-and-long-term curriculum goals, and performance analyses. Students apply varied theoretical frameworks to inform their systematic observations and interpretation of evidence.

Prerequisite(s): ID-675 completed or consent of instructor.

OD-687 Tools & Processes for Org Intervention (3 credits)

Organizational development (OD) interventions are sets of structured activities designed to move the organization from its current state to a desired state. This course focuses on applying conceptual knowledge to equip students to plan and implement OD interventions. Students learn how to diagnose organizational issues and design appropriate interventions that target specific workplace or competitive environment needs. They also learn the underlying casual mechanisms of intervention to ensure the change initiative fits the desired outcome. Students learn a range of strategies to support organizational development, such as process consultation, planning and goal setting, cultural analysis, work redesign, and organizational restructuring.

OD-688 Social Entrepreneurship (3 credits)

OD-697 Independent Study (1-3 credits)

Under the approval and direction of a faculty member, independent study is available to students.

OD-700 Leadership Culture & Change (3 credits)

OD-740 Crtnng Agility Dynamic Environ (6 credits)

Students continue to grow as worldly managers by developing abilities, ways of thinking, and multi-disciplinary knowledge needed to build enduring, agile environments. This course focuses on change leadership, management-leadership, teamwork and collaboration to develop each student's ability to anticipate and respond to changing markets, global operating environments, and unforeseen events. Students also study legal, regulatory, and ethical issues confronting today's organizational leaders, and use value-based decision-making frameworks to develop their ability to successfully navigate an ever-changing operating environment. Students apply theories and concepts through case study analysis, simulations, and a semester-long immersion experience.

OD-740A Creating Agility/Dynamic Environments I (3 credits)

Students continue to grow as worldly managers by developing abilities, ways of thinking, and multi-disciplinary knowledge needed to build enduring, agile environments. This course focuses on change leadership, management-leadership, teamwork and collaboration to develop each student's ability to anticipate and respond to changing markets, global operating environments, and unforeseen events. Students also study legal, regulatory, and ethical issues confronting today's organizational leaders, and use value-based decision-making frameworks to develop their ability to successfully navigate an ever-changing operating environment. Students apply theories and concepts through case study analysis, simulations, and a semester-long immersion experience.

OD-740B Creating Agility/Dynamic Environments 2 (3 credits)

Students continue to grow as worldly managers by developing abilities, ways of thinking, and multi-disciplinary knowledge needed to build enduring, agile environments. This course focuses on change leadership, management-leadership, teamwork and collaboration to develop each student's ability to anticipate and respond to changing markets, global operating environments, and unforeseen events. Students also study legal, regulatory, and ethical issues confronting today's organizational leaders, and use value-based decision-making frameworks to develop their ability to successfully navigate an ever-changing operating environment. Students apply theories and concepts through case study analysis, simulations, and a semester-long immersion experience.