ORGANIZATION DEVELOPMENT (ORGD)

ORGD 400 - ORGANIZATION CULTURE & BEHAVIOR
Organization behavior is explored to ground students in concepts such as job satisfaction, trust, job attitudes, motivation, resistance to change and constructs of group process dynamics. These constructs are viewed through the lens of organizational culture to clarify its over-arching influence in the field of organization development.
Credits: 3-4

ORGD 410 - VALUES AND ETHICS IN ORGANIZATION DEVELOPMENT PRACTICE
With a focus on the foundational values of the field of organization development, various ethics case studies will emphasize the role of the individual as decision-maker and focus upon ethical issues and dilemmas facing people in the practice of organization development. Ethical issues are presented in a management context and students will engage with the issues to drive reasoned action and resolution to an ethical problem. The contracting phase of the Organization Development process will be emphasized as preventative of ethical dilemmas and maintaining values.
Credits: 3

ORGD 420 - GROUP FACILITATION
In this highly interactive course, participants will learn to use facilitative skills. Students will develop skills in setting ground rules, applying communication strategies, group development, the benefits of diversity and diagnosing and intervening barriers to positive facilitation. Virtual facilitation, as well as face to face facilitation will be explored.
Credits: 3

ORGD 425 - LEADERSHIP THEORIES AND APPLICATION
Three goals of this course are for students to learn: 1. Leadership behaviors: how to enact the skills that contribute to a team's strongest possible performance; 2. The variety of leadership theories and appropriateness of each theory relative to team dynamics and situational influence will be investigated. This includes how to be an effective team member, a good leader, as well as a good follower and contributor, in addition to how to best design work teams; and 3. Organizational awareness: understanding organizational culture and change and its impact in a team environment and how leadership can affect this process.
Credits: 3

ORGD 430 - OD INSTRUMENTS, ANALYSIS & FEEDBACK OF DATA I
An exploration of the variety and uses of various instruments in the practice of organization development at the individual level of OD. The course investigates the uses of instruments in the organization development process of diagnosis, as well as the diagnostic processes and how they can serve as a benchmarking tool in future assessment processes is studied. Reviews of analyzed data will be conducted to glean areas of significance, opportunities for growth and areas of strength. Summarization of data and how to present the data in light interventional goals is covered. The course project is the creation of a development plan using individual-level assessments for guidance.
Credits: 3

ORGD 435 - ORGANIZATION DEVELOPMENT
Key theories and practices in organization development that lead to improved organization effectiveness are explored. The entire change process from entering and contracting to problem diagnosis through evaluation and sustaining change is discussed. Models and techniques for change at the individual, team, and organizational levels are discussed. Managing resistance to change, interventions, employee involvement and organization transformation are central ideas in the course.
Credits: 3

ORGD 440 - OD INSTRUMENTS, ANALYSIS, AND FEEDBACK OF DATA II
A continuation of the variety and uses of organizational development instruments at the group and organizational level. Qualitative and quantitative methods will be explored in a hands-on way. Reviews of analyzed data will be conducted to glean areas of significance, opportunities for growth and areas of strength. Experiential exercises with collecting, analyzing and presenting feedback of difficult, as well as positive data. Students will ultimately create an intervention plan using this data.
Credits: 3

ORGD 445 - EXECUTIVE COACHING
This course explores how to design, and implement coaching programs for individual, team and organizational improvement, as well as how to align coaching programs with other performance interventions. Considerations are offered for single- and multiple-location organizations, whether domestic or international, focusing on technology-mediated communication. Key assessment instruments for individuals, teams, and organizations are explored.
Credits: 3

ORGD 460 - INTERVENTIONS & APPLICATIONS
Matching interventions with organizational culture needs and organizational goals is the purpose of this course. Human Systems, Human Resources, Structural and Strategic interventions are engaged. Focus will be placed on the appropriateness of the intervention to the specific needs and restrictions of the organization. Students will develop a tool box of techniques to employ in a variety of settings.
Credits: 3

ORGD 470 - EVALUATION OF CHANGE AND INTERVENTIONS
This course engages the final step in the Organization Development process, that of evaluation. Students will examine various mechanisms for evaluation, determining return-on-investment (ROI) and next steps after evaluation is complete. Constructs such as Learning Organizations, the continuous improvement cycle and a variety of quality-focused programs (Six Sigma, Lean and TOM) are discussed and compared.
Credits: 3

ORGD 480 - SPECIAL TOPICS IN ORGANIZATIONAL DEVELOPMENT
Multiple special topics courses may be offered in the MAOD as an elective. Special topics courses offer greater depth and specificity relevant to industry needs for OD specialists and practitioners. These courses align learning objectives to ensure the competencies for the field are congruent with those in the global practice framework of the Organizational Development Network. The special topics courses benefit students by creating opportunities to pursue specific areas of interest to complement their individual careers and professional aspirations.
Credits: 3

ORGD 485 - LEVERAGING DIVERSITY
This course presents cultural insights and dimensions as well as highlights a variety of models that address individual, cultural, and social group identities. The course also focuses on contemporary frameworks for understanding differences.
Credits: 3

ORGD 492 - ORGANIZATIONAL LEADERSHIP INTERNSHIP
A supervised professional learning experience at a business or non-profit site. Must be arranged with internship coordinator and/or program director.
Credits: 1-3
Course Notes: Internship requirements vary by assignment; consent is required by the instructor.

ORGD 499 - ORGANIZATIONAL DEVELOPMENT PORTFOLIO
Students will apply focused research skills to develop a professional portfolio that links organization development approaches to theories, models and principles of the field to demonstrate their learning and its application during their program of study.
Credits: 3
Course Notes: Students should take this course as the final course in their program.