

<p>Course</p>	<p>HRDV 5630 - 34 Organizational Development and Change</p> <p>Time: 5:30PM – 9:30PM Wednesdays</p>
<p>Term</p>	<p>June 2008. Bolling, Air Force Base, D.C.</p>
<p>Instructor</p>	<p>Monica Woropaj, PHR, MS-HRM</p> <p>Office: 703.919.8655</p> <p>E-mail: monica22310@yahoo.com</p>
<p>Catalog Description</p>	<p>Organizational development (OD) is the process of planning and implementing interventions to create interpersonal, group, inter-group, or organization-wide change. This course presents the theoretical foundations of organization development as an applied behavior science. Students will also be introduced to many types of interpersonal, intra-group, inter-group, and organizational interventions that are used to effect comprehensive and lasting changes.</p>
<p>Prerequisites</p>	<p>Incoming Competency of Students Expected by Instructor: Some coursework background in behavioral science, human resource management, business management and students admitted to the Webster University MA/MBA program.</p>
<p>Course Level Learning Outcomes</p>	<ul style="list-style-type: none"> • Review the history and development of OD as an applied behavioral science • Introduce the student to the most current theory and applications as well as classical models and foundation • Review the entire range of organization development frameworks and interventions • Introduce theory-based, diagnostic frameworks to assist in choice of specific interventions <p><u>In addition, students will:</u></p> <ol style="list-style-type: none"> 1. Understand the important terminology, facts, concepts, principles, and theories used in the field of Organizational Development. 2. Analyze Organizational Development situations. 3. Synthesize intellectual explanations of OD models with methodological competencies. 4. Implement OD solutions to real organizational problems. 5. Identify organizational situations that would benefit from organization

	<p>development interventions.</p> <ol style="list-style-type: none"> 6. Diagnose the organizational systems issues at the level of the individual, small group, inter-group, organization, and organization/environment levels of analysis. 7. Explain the limitations of conventional analytical frameworks in hyper-turbulent organizational environments. 8. Diagnose and plan an intervention that will increase organizational effectiveness. 9. Identify ways to utilize the personal self as an instrument in the change process. 10. Integrate OD frameworks. <p>Notes:</p> <p>Objective (a) is covered during Week 2 using lectures and practical exercises. Students will then discuss lessons learned and explore alternatives.</p> <p>Objective (b) is covered in Week 2, 3 and 4, using lecture and exercises. In addition, handouts will be provided and students will discuss lessons learned. Several case studies will be discussed and presented by different teams of students.</p> <p>Objective (c) is covered in Week 3, 4, 5, 6 using lecture and case studies. Building on the foundation and exercises used in weeks 1 through 5 students will be conducting a mock focus group intervention technique. As a result of the experiential and interactive environment, students will have a foundation and understand of how to prepare, collect data, interpret data, diagnose and recommend interventions.</p> <p>Objective (d) is based on the case study and practical exercises students will be assigned to present through a team format. The final case study is assigned by the instructor. The presentation will consist of a 30 to 40 minutes presentation with a power point slides and an executive summary. All students are required to participate using different theories and techniques learned in class in order to assess, diagnose and make recommendations.</p>						
Materials	<p>Required text: Don Harvey and Donald R. Brown, <u>An Experiential Approach to Organization Development</u>, 7th edition. Prentice Hall. ISBN 0-13-144168-X.</p>						
Grading	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Chapter Reports</td> <td style="width: 10%; text-align: center;">30 pts.</td> <td style="width: 20%;"></td> </tr> <tr> <td>Team presentation</td> <td style="text-align: center;">30 pts.</td> <td></td> </tr> </table>	Chapter Reports	30 pts.		Team presentation	30 pts.	
Chapter Reports	30 pts.						
Team presentation	30 pts.						

	Midterm	20 pts.	
	Final Exam	20 pts.	
	Total	100	
Activities	<p>Chapters Review: Chapter reports must be single spaced, 3 page <u>brief</u> summary + cover sheet of the chapters including the following:</p> <ul style="list-style-type: none"> ✓ What you learned. ✓ How does it apply to your organization? ✓ Your Opinion. <p><i>Be sure to turn in your assignment as indicated in the course schedule. Hand written reports will not be accepted.</i></p> <p>Mid term: in class exam consists of five to seven questions. Closed book.</p> <p>Final: in class exam consists of five to seven questions. Closed book</p> <p>Team Presentation: The instructor will assign a case. Team must present recommendations with an executive summary. Power Point presentation must be prepared. The presentation will be between 30 to 40 minutes. All members of the team must participate. Written details for the preparation of this assignment will be distributed in class.</p>		
Policy Statements: University Policies	<p>University policies are provided in the current course catalog and course schedules. They are also available on the university website. This class is governed by the university’s published policies. The following policies are of particular interest:</p> <p>Academic Honesty The university is committed to high standards of academic honesty. Students will be held responsible for violations of these standards. Please refer to the university’s academic honesty policies for a definition of academic dishonesty and potential disciplinary actions associated with it.</p> <p>Drops and Withdrawals Please be aware that, should you choose to drop or withdraw from this course, the date on which you notify the university of your decision will determine the amount of tuition refund you receive. Please refer to the university policies on drops and withdrawals (published elsewhere) to find out what the deadlines are</p>		

	<p>for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p>Special Services If you have registered as a student with a documented disability and are entitled to classroom or testing accommodations, please inform the instructor at the beginning of the course of the accommodations you will require in this class so that these can be provided.</p> <p>Disturbances Since every student is entitled to full participation in class without interruption, disruption of class by inconsiderate behavior is not acceptable. Students are expected to treat the instructor and other students with dignity and respect, especially in cases where a diversity of opinion arises. Students who engage in disruptive behavior are subject to disciplinary action, including removal from the course.</p>	
<p>Course Policies</p>	<ul style="list-style-type: none"> • Read all assigned readings. Keep up with the work. If you fall behind it will be twice as hard to prepare for the class. • Complete all your assignments on time and bring requested articles to class. Assignment i.e. chapters report are due on the day of each class (See Course Schedule section). • If you are not attending class, I will expect your assignment via e-mail on the same day they are due. Late assignments will affect your grade. • Attendance is very important. If you are not able to attend contact me via e-mail or phone. Not showing up to class will be counted as an unexcused absence therefore affecting your final grade. • Make the most of this opportunity to get to know your classmates. • As a member of a team you will be expected to collaborate and keep an open mind. You are expected to be present and participate in your team presentation. • Participate in class discussion. The more you contribute the more you will learn. 	
<p>Weekly Schedule</p>	<p>Assignments Prior to First Class</p>	<p>See Course Policies above</p>
	<p>Week 1</p>	<p>Overview of OD Chapter 1 Chapter 2 Organization Development Organizational Renewal Chapters 1 and 2 Report Due</p>

	Week 2	Chapter 3 Chapter 4	Changing the culture Role and style Chapters Report Due
	Week 3	Chapter 5 Chapter 6	Diagnostics Process Resistance to Change Chapters Report Due
	Week 4	Chapter 7 Chapter 8	Process Intervention Skills OD Intervention Strategies Chapters Report Due Midterm Team assignments
	Week 5	Chapter 9 Chapter 10	Employee Empowerment Team Development Interventions Chapters Report Due
	Week 6	Chapter 11 Chapter 12	Intergroup Development Goal Setting Chapters Report Due Assign final case study
	Week 7	Chapter 13 Chapter 14	Work Team Development Learning Organization Chapters Report Due
	Week 8	Chapter 15 Chapter 16 Final Exam	Organization Transformation Organization Development
	Week 9	Week 9	Team Presentations
Additional Information			