

<b>Course</b>	HRDV 5630 Organization Development and Change
<b>Term</b>	Spring 2, 2010
<b>Instructor</b>	Name: Marchita R. Stanton, M.S.O.D. Phone: 816.853.4592 Email: stanton@webster.edu
<b>Catalog Description</b>	<p>Organization development (OD) is the process of planning and implementing interventions to create interpersonal, group, intergroup, or organization-wide change. This course presents the theoretical foundations of organization development as an applied behavioral science. Students will also be introduced to many types of interpersonal, intra-group, intergroup, and organizational interventions that are used to effect comprehensive and lasting changes.</p>
<b>Prerequisites</b>	<p>Students majoring in human resources development must have completed the requisite course Introduction to Human Resources Development (HRDV 5000) before taking this course. Students who are <b>not</b> human resources development majors do <b>not</b> need to have completed Introduction to Human Resources Development (HRDV 5000) before taking this course.</p>
<b>Course Level Learning Outcomes</b>	<ol style="list-style-type: none"> <li>1. Students will be able to <b>identify</b> organizational situations that would benefit from organization development interventions.</li> <li>2. Students will be able to <b>diagnose</b> the organizational systems issues at the level of the individual, small group, inter-group, organization, and organization/environment levels of analysis.</li> <li>3. Students will <b>explain</b> the limitations of conventional analytical frameworks in hyper-turbulent organizational environments.</li> <li>4. At a foundational level, students will be able to diagnose and <b>plan</b> an intervention that will increase organizational effectiveness.</li> <li>5. Students will be able to <b>easily locate</b> professional resources/tools available to the practitioner.</li> <li>6. Students will be able to <b>identify</b> ways to utilize the personal self as an instrument in the change process.</li> <li>7. Students will be able <b>integrate</b> OD frameworks with broader HR frames and competency models.</li> <li>8. Students will be able to <b>synthesize</b> intellectual explanations from the field with methodological competencies.</li> </ol>

<b>Materials</b>	<p>Harvey D. &amp; Brown, D.R. (2006,2001). <i>An experiential approach to organizational development</i> (7<sup>th</sup> ed.). Upper Saddle River, NJ: Pearson Education, Inc.</p> <p>The book may be obtained through MBS Direct Books at 1-800-325-3252 or www.mbsdirect.net.</p>
<b>Grading</b>	<p>Your grade will be based on a combination of readings completed, class participation, team performance-assessments of consulting team projects, and on the final exam. Collaboration will be valued in classroom activities, along with evidence of having completed reading assignments in preparation for class activities and assignments.</p> <p>Weekly assignments:                    20%                    A=100-90  Group work/Consulting Teams:    25%                    B= 89-80  Class participation:                    15%                    C= 79-70  Final Exam:                                40%</p> <p><b>The GRADUATE catalog provides these guidelines and grading options:</b></p> <ul style="list-style-type: none"> <li>• <b>A/A-</b> Superior graduate work</li> <li>• <b>B+/B/B-</b> Satisfactory graduate work</li> <li>• <b>C</b> Work that is barely adequate as graduate-level performance</li> <li>• <b>CR</b> Work that is performed as satisfactory graduate work (B- or better). A grade of "CR" is reserved for courses designated by a department, involving internships, a thesis, practicums, or specified courses.</li> <li>• <b>F</b> Work that is unsatisfactory</li> <li>• <b>I</b> Incomplete work</li> <li>• <b>ZF</b> An incomplete which was not completed within one year of the end of the course. ZF is treated the same as an F or NC for all cases involving G.P.A., academic warning, probation, and dismissal.</li> <li>• <b>IP</b> In progress</li> <li>• <b>NR</b> Not reported</li> <li>• <b>W</b> Withdrawn from the course</li> </ul>
<b>Activities</b>	<ul style="list-style-type: none"> <li>• Lecture and discussion</li> <li>• Reading assignments</li> <li>• Group activities</li> <li>• Presentation</li> </ul>
<b>Policy Statements: University Policies</b>	<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><b>Academic Honesty</b></p> <p>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><b>Drops and Withdrawals</b> 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 for dropping a course with a full refund and for withdrawing from a course with a partial refund.</p> <p><b>Special Services</b> 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><b>Disturbances</b> 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><b>Student Assignments Retained</b> From time to time, student assignments or projects will be retained by The Department for the purpose of academic assessment. In every case, should the assignment or project be shared outside the academic Department, the student's name and all identifying information about that student will be redacted from the assignment or project.</p> <p><b>Contact Hours for this Course</b> It is essential that all classes meet for the full instructional time as scheduled. A class cannot be shortened in length. If a class session is cancelled for any reason, it must be rescheduled.</p>
<b>Course Policies</b>	<p><b>Schedule of required readings (Study and Understand the Weekly Readings and BE PREPARED TO DISCUSS), class preparation, and assignments, lectures, discussions, and student presentations.</b> <b>ALL READINGS TO BE COMPLETED PRIOR TO CLASS</b></p>
<b>Weekly Schedule</b>	<p><b>WEEK 1:</b> Introduction of students and review of syllabus, course expectations and grading requirements. Read Chapters 1-3. Lecture and tutorial group assignments.</p> <p><b>WEEK 2:</b> Read Chapter 4. Lecture and group discussion. Phases of O.D. Process</p> <p><b>WEEK 3:</b> Read Chapters 7 and 9. T-Group—Laboratory Training.</p> <p><b>WEEK 4:</b> Read Chapter 5. Student Presentations. Consulting/Client groups (Entry and Contracting).</p>

	<p><b>WEEK 5:</b> Read Chapters 6 and 8. Student Presentations.</p> <p><b>WEEK 6:</b> Read Chapters 10 and 11. Lecture. Consulting/Client groups (Data collection/Analysis/Diagnosis)</p> <p><b>WEEK 7:</b> Read Chapter 12 and 13. Consulting/Client groups (Feedback and Action Planning).</p> <p><b>WEEK 8:</b> Read chapters 14, 15 and 16 Consulting/Client groups. (Intervention, Evaluation, Termination).</p> <p><b>WEEK 9:</b> Final Exam</p>
<b>Additional Information</b>	NONE