

Course	HRDV 5630/64 Organization Development and Change
Term	Spring 2, 2008
Instructor	Jayne Proesel phone: (w) 868-5194 or 449-4515 (h) 455-6694 proeselj@webster.edu or jayne@cfl.rr.com Office Hours: One hour before class and one hour after class, or by appointment
Catalog Description	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.
Prerequisites	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 not human resources development majors do not need to have completed Introduction to Human Resources Development (HRDV 5000) before taking this course.
Course Level Learning Outcomes	<ol style="list-style-type: none"> 1. Students will be able to identify organizational situations that would benefit from organization development interventions. 2. Students will be able to diagnose the organizational systems issues at the level of the individual, small group, inter-group, organization, and organization/environment levels of analysis. 3. Students will explain the limitations of conventional analytical frameworks in hyper-turbulent organizational environments. 4. At a foundational level, students will be able to diagnose and plan an intervention that will increase organizational effectiveness. 5. Students will be able to easily locate professional resources/tools available to the practitioner. 6. Students will be able to identify ways to utilize the personal self as an instrument in the change process. 7. Students will be able to integrate OD frameworks with broader HR frames and competency models. 8. Students will be able to synthesize intellectual explanations from the field with methodological competencies
Materials	REQUIRED TEXTS: Harvey, D., & Brown, D. R. (2006). <i>An Experiential Approach To Organization Development</i> . (7 ^h ed.). NJ: Prentice Hall. ISBN-13: 9780131441682

COURSE REQUIREMENTS:	% OF GRADE
a. Case study	20
b. Exams	35
c. Paper and presentation	30
d. Participation and assignments	15

Specific details and criteria for all assignments and exams will be discussed in class.

Converting the numerical score from the formula above to the appropriate letter grade below determines the letter grade for the course.

Letter Grade	Numerical Score
A	96-100% (4.0)
A-	91-95% (3.67)
B+	87-90% (3.33)
B	82-86% (3.0)
B-	78-81% (2.67)
C	70-77% (2.0)
F	69 & below (0)
I	Incomplete (0)
W	Withdrew

Policy Statements:

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:

Academic Honesty

University Policies

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>Drops and Withdrawals</p> <p>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>Special Services</p> <p>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</p> <p>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>Student Assignments Retained</p> <p>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>Contact Hours for this Course</p> <p>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>
Course Policies	Preparation for and participation in all class sessions is expected.
Week 1 Schedule	<p>PREPARATION FOR CLASS: Read chapter 1 and 2. Case study 1.1.</p> <p>CLASSROOM DISCUSSION TOPICS: Introductions, course overview, Organizational development, challenges of change</p>
Week 2	PREPARATION FOR CLASS: Read chapters 3 and 4

Schedule	CLASSROOM DISCUSSION TOPICS: Changing culture; OD consultants
Week 3 Schedule	PREPARATION FOR CLASS : Read chapters 5 and 6; case study CLASSROOM DISCUSSION TOPICS: Diagnosis, change, OD intervention strategies
Week 4 Schedule	PREPARATION FOR CLASS : Read chapters 7-9; case study CLASSROOM DISCUSSION TOPICS: Process intervention; strategies; empowerment, interpersonal interventions
Week 5 Schedule	PREPARATION FOR CLASS: Read chapters 10 and 11; midterm exam CLASSROOM DISCUSSION TOPICS: Teams
Week 6 Schedule	PREPARATION FOR CLASS: Case study; read chapters 12 and 13 CLASSROOM DISCUSSION TOPICS: Goal setting; continuous improvement processes
Week 7 Schedule	PREPARATION FOR CLASS: Read chapters 14-16 CLASSROOM DISCUSSION TOPICS: High-performing systems; organization transformation
Week 8 Schedule	PREPARATION FOR CLASS: Presentations, final paper CLASSROOM DISCUSSION TOPICS: Presentations
Week 9 Schedule	PREPARATION FOR CLASS: Presentations; final exam, CLASSROOM DISCUSSION TOPICS: Presentations

PURCHASING TEXTBOOKS--Most textbooks can be purchased through **MBS Direct**. Check the syllabus for textbook information. Give MBS Direct the campus location (for the purpose of ordering books the campus is **Space Coast Campus**, course name, number and section number (i.e. Space Coast Campus, COMP5000/64) and most important, the **title, author, edition, and ISBN** of the book you are ordering. MBS Direct will buy back your book at the end of the term should you elect not to retain. Order by phone or online no earlier than 4 weeks prior to the start of the term.

MBS Direct: 1-800-325-3252

MBS Direct Website is

www.mbsdirect.net/webster

Monday-Thursday 7am-10pm(Central Time)

Friday 7am-6pm (Central Time)

Saturday 8am-5pm (Central Time)

Sunday noon-4pm (Central Time)

In order to meet the course objectives this syllabus may be modified at the discretion of the instructor without approval of the students.

Original approved by:

Dr. Calvin D. Fowler Academic Dean Space Coast Region, December 10, 2007

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