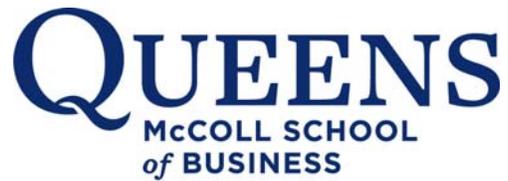


Master of Science in Organization Development



Course Descriptions

Core Courses

ODV 601 Leadership Development I

This course is grounded in the importance of self-awareness in facilitating personal and professional development via a number of components that include lectures, round table discussions, reflection, and a battery of assessments, which focus on thinking style, leadership profile, value preferences, and a full 360-degree feedback report. Students will conduct an analysis from all of the assessments and course components and submit an Individual Development Plan outlining steps for future development. Cross-listed with MBA 601. Pass/Fail. 2 hrs

ODV 602 Leadership Development II

This course is designed to facilitate the personal and professional development of each student through experiential learning. During this course students will work with their own executive coaches to develop strategies to identify and purpose professional and personal goals. In addition each student will participate in a group consulting project with a local nonprofit as a part of gaining greater awareness of the community needs and opportunities in the greater Charlotte area. Cross-listed with MBA 602. Prerequisite: ODV 601. Pass/Fail. 1 hr

ODV 605 Introduction to Organization Development

This course provides an overview of organization development, including its history, ethics, literature, and the principle behavioral theories on which it is based. Analysis of the consultation process includes the skills and techniques involved in entry, contracting, organizational scanning, and preliminary diagnosis, as well as such individual and intra-group interventions as coaching, process consultation, teaming, and behavior modeling. Cross-listed with MBA 681. 3 hrs.

ODV 610 Organizational Systems Change

this advanced graduate seminar explores cutting edge practices and findings in the field of organization development. Students participate in an applied OD effort that includes data collection and analysis, and client feedback. Special attention will be paid to the impact of emerging trends such as innovation and complexity theory on best practices in change management. Cross-listed with MBA 682. Prerequisite: ODV 605. 3 hrs.

ODV 615 Business Acumen

In this survey course, foundational concepts of accounting, finance, marketing, operations, organizational dynamics, and strategy are introduced. A variety of organizational contexts are considered. Students will learn to develop a business case for change at various levels, including program return on investment and impacts. This course is designed to introduce key concepts and applications associated with "the language of business." 3 hrs.

ODV 620 Interpersonal and Group Dynamics

This course focuses on the study of the form, process, and function of small groups, with particular emphasis on work teams in the contemporary organization. A variety of theories and models are explored and applied. Students are expected to explore their use of self in the context of groups as well as groups at a behavioral level. Cross-listed with MBA 686. 3 hrs.

ODV 625 Introduction to Coaching Theories & Application

This course examines organizational coaching and surveys the foundational disciplines on which the practice of organizational coaching is based, as well as, applicable theories and methods. Coaching will be explored as an intervention and developmental technology. Students are introduced to the practice of coaching and coaching conversation models as well as coaching-related skills including contracting, listening, questioning, designing actions, planning and goal setting, and managing progress and accountability. Cross-listed with MBA 672. Prerequisite: None. Credit: 3

ODV 630 Research Methods

This course introduces students to research methods, statistics, quantitative and qualitative analyses. Special focus is given to research methods utilized in the social sciences, the philosophy of research, issues in applied and action research, problem formulation, research design, sampling theory, data collection methods, data analysis, the interpretation of quantitative and qualitative data, the organization and presentation of research findings, and report writing. Emphasis is given to evaluating, interpreting, and analyzing published research. Prerequisite: ODV 605, ODV 610 and ODV 620. 3 hrs.

ODV 675 Capstone Practicum in Organization Development

The capstone course is the culmination of the program. This research and writing intensive course requires, through applied research, the integration of the major theories and principles from each of the preceding courses so that the student creates a defining perspective of the entire program of study. The preparation of an integrative project based on an applied field experience is required. This course may not be taken with another core course. Prerequisite: ODV 600 or 601 and 602, ODV 605, ODV 610, ODV 615, ODV 620, ODV 625, ODV 630. It is preferred that electives be completed prior to taking this course, and it is the final course you take in the program. 6 hrs.

Electives

ODV 632 Conflict and Negotiation

The purpose of this course is to examine the nature of conflict and to better understand the impact that it has on our lives. Starting with the premise that conflict is a natural part of everyday life, the goal of the course is to assist you in identifying and analyzing your conflict management style and in developing an action plan for improving your negotiation skills and for managing conflict. Cross-listed with MBA 683. 3 hrs.

ODV 634 Advanced Coaching Theories & Practice

This course is a survey of advanced and contemporary theories in the study of organizational coaching and of the leading scholars who have made important contributions to the field. Topics will include formal and informal coaching relationships; internal and external practices; and advanced coaching-related skill development. Students will develop coaching skills through in-class and out-of-class practice. Cross-listed with MBA 673. Prerequisite: ODV 625. 3 hrs.

ODV 636 Coaching Practicum

This course provides the opportunity for students to engage in applied coaching efforts in the field. Working independently with a client, students will provide an intensive coaching consultation. This applied field experience is a supervised practicum. Cross-listed with MBA 674. Prerequisite: ODV 625 and ODV 634 with a grade of B or better. 3 hrs.

ODV 642 Personality Assessments for Work

This course is a laboratory in the choice, administration, and interpretation of tests as an aid in selecting and optimizing individuals for the work force. A wide variety of personality tests will be administered to all class participants, including assessments of behavioral traits, mental abilities, physical characteristics, values, competencies, and key result areas. Issues to be considered include test design and construction, validity and reliability, criteria for choosing a tests, face-to-face versus online administration, cross-cultural and translation factors, ethics, legality, and basic personality theory. All will be integrated with the Human Resource Organization (HRO) model of personnel management. 3 hrs.

ODV 644 Management Consulting

This course introduces the concepts, methods, skills, and attributes required for effective consultation in organizations, both from an internal and external role. Beyond a mere knowledge base, the course is designed to develop skill in dialogue and consulting, with a particular emphasis on attitude development through the application of Action Research and Process Consultation models in an ethical context. Additional focus is on issues of practice development and management such as client identification, marketing, partnering, contracting, and client relationship management. Cross-listed with MBA 685. Prerequisites: ODV 605, ODV 610 and ODV 615. 3 hrs.

ODV 646 Transformational Change

Transformation Change provides an experience of an intensive leadership development process focused on the individual becoming a more fully integrated person. Using a highly experiential approach, the course utilizes personality and leadership assessments, reflective paper and journaling to create a platform for transformational change. Special emphasis is placed on building personal resiliency with a focus on moving towards self-actualization and growth by identifying and managing an individual's unique leadership "shadow." This experience is an intensive process to promote transformational growth and breakthrough leadership development. Cross-listed with MBA 684. 3 hrs.

ODV 648 Creative Connections

This hands-on course will draw on community resources to explore the nature and universality of creativity, methods for cultivating individual creativity, and organizational frameworks for creative problem-solving. Everyone is creative, but not everyone has explored his/her creativity or made connections between individual creative interests and a business career. In an environment of rapid change, leaders must be able to find connections between seemingly disparate fields and functions and to critically assess options. Cross-listed with MBA 689. 3 hrs.

ODV 650 Contemporary Leadership: Theory & Application

This course provides knowledge and skills to be effective leaders and contributors in the creation and evolution of successful organizations. Students critically examine a wide-range of classical and contemporary leadership theories and practices to analyze and lead today's successful companies. Additionally, students determine key factors involved in sustaining organizations. Cross-listed with MBA 680. Prerequisites: ODV 601, ODV 602, ODV 605, and ODV 610. 3 hrs.

ODV 652 International Experience

During this course, students participate in a "hands-on" OD effort in collaboration with an international OD program in a country or countries in Europe, Asia, Africa, Latin America, or North America. Course requirements include attendance at pre-trip seminars and completion of all course assignments after the conclusion of the travel experience. Cross-listed with MBA 691. 3 hrs.

ODV 654 Independent Study in Organization Development

This course requires independent reading and investigation of literature relevant to a specific topic or area of business. Students must meet the faculty member supervising the study prior to registration for the course to complete the proposal for an independent study. The form is available from the student's advisor. This course may be repeated for up to 6 credits. 1-3 hrs.

ODV 665 Internship

Students participate in in-depth academic coursework and onsite internship work in order to further connections between the workplace, industry trends and professional development. Students are expected to complete 43 onsite internship hours per credit hour in addition to coursework. The supervising faculty member and the director of the graduate programs must approve a course plan. This course may be repeated for up to 6 credits. No more than 3 credits may be applied to the elective requirements for the degree. Prerequisite: completed at least 6 credits in the degree and maintained a 3.0 or higher GPA. 1-3 hrs.

ODV 670 Topics in Organization Development

Topics courses are offered on a regular basis and will vary by term. Possible topics include Organizational Resiliency, Business Continuity and Organizational Responses to Disruptive Change. This course may be repeated for up to 9 credits. 3 hrs.