

## MSTOD Curriculum & Specializations

### 6 Required Core Courses (18 credit hours)

*Take all of the following courses.*

TOD 600 Leadership Development or TOD 601 Leadership Development I *and* TOD 602 Leadership Development II

TOD 605 Principles of Talent and Organization Development

TOD 615 Business Acumen

TOD 620 Interpersonal and Group Dynamics

TOD 630 People Analytics: Optimizing Human Capital with Data

TOD 695 Applied Capstone

### 1 Flexible Core Courses (3 credit hours)

*Choose one of the following courses.*

TOD 610 Organizational System Change

TOD 635 Talent Management

### Electives Courses (9 credit hours)

*Take any three electives or take three specific courses to earn a specialization.*

TOD 622 Understanding Social Identities

TOD 624 Cross-cultural Management

TOD 625 Introduction to Coaching Theories and Applications

TOD 632 Conflict and Negotiation

TOD 634 Advanced Coaching Theories and Practice

TOD 636 Coaching Practicum

TOD 638 Entrepreneurship: New Venture Creation

TOD 640 Learning and Facilitation

TOD 642 Applied Assessments and Measurements

TOD 643 Principles of Project Management

TOD 644 Management Consulting

TOD 645 Talent Strategies

TOD 646 Transformational Change

TOD 648 Creative Connections

TOD 649 Diversity, Equity & Inclusion (DEI) in Organizations

TOD 650 Contemporary Leadership: Theory and Application

TOD 651 Stakeholder, Client, and Relationship Management

TOD 652 International Experience

TOD 654 Independent Study: Talent & Organization Development

TOD 665 Internship

TOD 670 Topics in Talent & Organization Development

## MSTOD Specializations

Each specialization is made up of 3 elective courses (9 credit hours). Specializations are optional.

### Diversity, Equity and Inclusion Management

This specialization is intended for individuals who are seeking to specialize in workplace Diversity, Equity, and Inclusion. Students will study cultural competence, equity, as well as effective inclusion and diversity initiatives in organizations. Students will also learn about diversity in a global economy and the importance of diverse work, family, and career considerations for organizations.

#### Required Electives

- TOD 622 Understanding Social Identities
- TOD 649 DE&I in Organizations

#### *Plus, one of the following electives*

- TOD 624 Cross-cultural Management
- TOD 645 Talent Strategies
- TOD 652 International Experience

### Executive Coaching

This specialization is intended for individuals who are seeking to develop their coaching skills to be a professional coach, HR professional, or manager/leader. The Executive Coaching specialization is designed with the Graduate School Alliance for Educating Coaches (GSAEC) program standards, International Coaching Federation (ICF) coaching competency and Code of Ethics, as well as the Center for Credentialing (CCE) Board Certified Coach (BCC) standards in mind. Students completing this program are expected to be qualified to pursue portfolio credentialing options.

#### Required Flexible Core Course

- TOD 635 Talent Management

#### Required Electives

- TOD 625 Introduction to Coaching: Theories and Applications
- TOD 634 Advanced Coaching: Theories and Practice
- TOD 636 Coaching Practicum

### Learning and Development Management

This specialization is intended for experienced human resources (specifically learning and development) professionals seeking to expand their knowledge and skills and individuals transitioning to a learning and development, leadership development, or consulting roles. The curriculum is influenced by the Association for Training and Development's (ATD) Talent Capability Model.

#### Required Flexible Core Course

- TOD 635 Talent Management

#### Required Electives

- TOD 640 Learning & Facilitation
- TOD 642 Applied Assessments & Measurements

#### *Plus, one of the following electives*

- TOD 625 Introduction to Coaching: Theories and Applications
- TOD 649 DE&I in Organizations
- TOD 643 Principles of Project Management

# Master of Science in Talent & Organization Development



## Management Consulting

This specialization is intended for individuals transitioning to a management consulting role (internal, external or as a sole-practitioner) and for experienced HR professionals seeking to expand their knowledge and skills. Students will learn about the full management consulting process as well as select courses to support their consulting goals.

### Required Flexible Core Course

- TOD 610 Organizational System Change

### Required Electives

- TOD 644 Management Consulting

### *Plus, two of the following electives*

- TOD 632 Conflict and Negotiation
- TOD 638 Entrepreneurship: New Venture Creation
- TOD 643 Principles of Project Management
- TOD 648 Creative Connections
- TOD 649 DE&I in Organizations

## Organizational Leadership

This specialization is intended for individuals in or seeking leadership positions within their organization. Students go beyond the technical skills that enable you to perform well and gain the skills that are critical for leading an organization and create an inspiring vision for others to follow.

### Required Electives

- TOD 650 Contemporary Leadership: Theory and Application

### *Plus, two of the following electives*

- TOD 622 Understanding Social Identities
- TOD 625 Introduction to Coaching
- TOD 632 Conflict & Negotiation
- TOD 645 Talent Strategies
- TOD 646 Transformational Change
- TOD 649 DE&I in Organizations

# Master of Science in Talent & Organization Development



## **Stakeholder, Client, & Relationship Management**

This specialization provides the tools, knowledge, and applications to effectively interact with a range of internal and external stakeholders. It embraces a focus on people management skills, or specifically written and verbal communications, interpersonal skills, and relationships. This specialization supports individuals interested in starting or advancing in the following career paths: relationship managers, client relations managers, client service managers, client experience staff, product managers, sales managers, brand managers, marketing managers, internal and external consultants, business unit leaders, and anyone who values relationships as part of their role or desires role.

### **Required Electives**

- TOD 651 Stakeholder, Client, & Relationship Management

### ***Plus, two of the following electives***

- TOD 625 Introduction to Coaching: Theories and Applications
- TOD 643 Principles of Project Management
- TOD 644 Management Consulting
- TOD 645 Talent Strategies
- TOD 648 Creative Connections
- TOD 649 DE&I in Organizations
- TOD 650 Contemporary Leadership: Theory and Application

## **Strategic Human Resources Management & Consulting**

This specialization is intended for individuals seeking leadership and consulting roles within Human Resources. Students will gain understanding of alignment of organizational goals and effective talent management of employees. Students explore modern practices and develop skills for implementation of HR programs and policies.

### **Required Flexible Core Course**

- TOD 635 Talent Management

### **Required Electives**

- TOD 645 Talent Strategies

### ***Plus, two of the following electives***

- TOD 610 Organizational Systems Change
- TOD 624 Cross Cultural Management
- TOD 642 Applied Assessments
- TOD 640 Learning and Facilitation
- TOD 644 Management Consulting
- TOD 649 DE&I in Organizations