**General Class Information**

**Instructor Name and Contact Information**:

Eric D. Coleman, Ed.D., SPHR

Online Office Hours: By request, online or by telephone

Phone: (C); 757-617-4452

Email: [edc6n@virginia.edu](mailto:edc6n@virginia.edu)

**Subject Area and Catalog Number**:

HR 5050-701

**Year and Term**:

Spring 2015

**Class Title**:

Organizational Change & Development

**Level (Graduate or Undergraduate)**:

Graduate

**Credit Type**:

Graded

**Class Description (Use the SIS 400 characters from catalog description)**:

Enables the student to understand the behavioral concepts and theories that form the foundation of Organization Development (OD), the process of change management, and the OD techniques and interventions designed to improve organization effectiveness. Concepts and processes, such as power and inflation, conflict, inter-group behavior, decision-making, communication, teams, and leadership are examined in terms of their relationship to organization effectiveness.

**Required Text (Include ISBN, specific edition)**:

Cummings, T.G., and Worley, C.G. (2009) Organization development &change, (10th ed.). Stamford: Cengage Learning.

**Learning Outcomes**:

Upon completion of the course, the student will be able to:

Develop an understanding of how OD tools, methods, and techniques are used to assess the nature of an organization, its people, and its decision-making processes.

Link individual and group skills to the attainment of strategic business goals and objectives.

Build a comprehensive process for designing an intervention plan to build group and individual skills.

Select among the techniques available to practitioners to gain commitment by management to support OD initiatives.

Use team development and intervention strategies to enhance team performance.

**Assessment Components**:

Delivery Mode Expectations (Classroom/Internet and Web-based classes, specify any live (synchronous) meetings, dates, times, and location of delivery):

January 20—April 25, 2015

Online asynchronous classroom activities available 24 hrs./day.

Weekly online classroom sessions will be Tuesday evenings, 7:00-8:00 pm.

Please note that, on occasion, I might need to reschedule to meet my professional/work requirements. While I doubt it will happen, if absolutely necessary, we may need to adjust the live classroom schedule.

Asynchronous participation in discussion questions, assignments, and projects should be ongoing throughout each week

**Student Preparation and Expectations**:

Students are expected to read all assigned materials during the week the material is assigned. The discussion questions will be based on the reading materials and your own experiences. The instructor will post weekly class objectives to allow students to focus on key points in the reading assignments and to encourage dialogue and discussion. Group collaborations will be provided in class or with online group forums in which the teams can develop their group projects and further their learning. All work submitted must be typed and double-spaced. Complete citations for referenced work must be included.All work is due when scheduled. Failure to meet deadlines may result in a reduced grade.Students should be prepared to spend several hours per week in preparation for, completion of and participation in assignments including discussions, group collaborations and individual research projects.