Organizational Development & Leadership
Felice Tilin, PhD, Program Director

Learning Goals and Objectives for the Organizational Development & Leadership Program

Goal 1: Students will be able to identify and articulate the history, principles and theories of organization development

Objective 1.1: The student will describe models and theories of learning, group dynamics, consulting and coaching and organizational change.

Objective 1.2: The student will demonstrate their knowledge of the effects of utilizing recommended models, theories, and techniques of feedback in practical scenarios addressing consulting, learning, and leadership.

Objective 1.3: The student will identify patterns of and reactions to organizational change.

Goal 2: Students will foster the development of interpersonal and leadership competencies for lifelong learning in themselves and others.

Objective 2.1: The student will document growth in self-awareness through learning activities and knowledge grounded in current research and models of leadership development.

Objective 2.2: The student will articulate the relationships between learning, leadership, and change.

Objective 2.3: The student will document their experiences of experimenting with various leadership behaviors and evaluate their effectiveness.

Objective 2.4: The student will demonstrate their awareness of the influence of family background; roles, gender, race, ethnicity, and sexual orientation play in individual development.

Goal 3: Students will demonstrate academic research and writing.

Objective 3.1: The student will distinguish the differences between research based theories and philosophies and beliefs.

Objective 3.2: The student will demonstrate skill in using APA style in research writing activities.

Objective 3.3: The student will create a final capstone project that demonstrates ability to apply models and theories to work situations.

Requirements for the B.S. in Organizational Development and Leadership

General Education Program Courses (See Curricula.)

Social Science: PSY 100 Introduction to Psychology

GEP Integrative Learning Component: Two courses
SOC 101 Intro to Sociology or SOC 102 Social Problems
ENG 263 Writing for Organizations or ENG 264 Techniques for Business Presentations

Major Concentration:
PSY 200 Personality
PSY 210 Research Methods (pre-req: PSY 100)
PSY 211 Statistics for the Social Sciences (pre-reqs: and PSY 210 and MAT 101-102 or MAT 118)
PSY XXX Any 100-200 level PSY course
ODL 200 Career and Personal Development
ODL 300 Organizational Dynamics and Behavior (pre-req: PSY 100)
ODL 310 Group and Team Dynamics (pre-req: PSY 100)
ODL 320 Leadership and Development
ODL 330 Issues in Organizational Development (pre-req: ODL 300)
ODL 340 Coaching and Consulting (pre-req: PSY 100)
ODL 400 ODL Capstone Project (pre-req: ODL 330)

Organizational Development and Leadership Courses
ODL 200 Career and Personal Development (3 credits)
This course takes the student through a systematic and integrative process of examining eight research-supported “critical factors for success” as they apply to oneself and one’s career. This course will be partially didactic, while being primarily small group oriented, experiential and self-reflective. No prerequisites.

ODL 300 Organizational Dynamics and Behavior (3 credits)
A behavioral science perspective on the causes and outcomes of individual and group behavior in organizations, and of the behavior of organizations. Topics will include motivation, attitudes, interpersonal processes, leadership, and macro-organizational behavior. Prerequisite: PSY 100 or permission of instructor.

ODL 310 Group and Team Dynamics (3 credits)
Almost all of our behavior takes place in the presence of other people. A number of small group practitioners and researchers have presented explanations for the why and how of individual behavior in group and team settings. Through the vehicle of the class as laboratory students will experientially examine a number of theories and concepts about individual behavior in group/team settings. Students through class discussions will learn to observe, understand, examine and influence team and group development. Prerequisite: PSY 100 or permission of instructor.

ODL 320 Leadership and Development (3 credits)
In this course, participants will review and discuss current applicable social science literature in an attempt to answer some of the following questions: Who is a leader? What is leadership? Does effective leadership originate in a person or in a set of actions or behaviors? What do we know about developing leaders? How do the constraints of organizations inhibit or facilitate leadership development? What is your current leadership style? These and related questions will be examined by class members through lectures, case studies, self-assessments, and experiential activities. Prerequisite: PSY 100.

ODL 330 Issues in Organizational Development (3 credits)
Selected issues in the field such as change agentry, emotional intelligence, assessment, group and interpersonal processes, job enrichment, selection, and placement will be discussed. Small groups, role-playing, and other experiential exercises will clarify important concepts in the field. Prerequisite: ODL 300.

ODL 340 Coaching and Consulting (3 credits)
Roles, functions, tools and settings that define a consulting psychologist will be explored with an emphasis on the corporate world. Small groups, role-playing, videos and other experiential exercises will clarify and supplement readings, research and discussion. Prerequisites: PSY 100 or permission of the instructor.

ODL 400 Capstone Project in Organizational Development (3 credits)
This course serves as a senior-level, research-based capstone in which organizational development students complete a research project typically developed in the Issues in Organizational Development course. Students will present and orally defend their research project to the Organizational Development and Leadership faculty. Prerequisite: ODL 330.